



Kentucky can...

## Allow paid family leave to state employees

When families welcome a new child home, whether by birth or adoption, working parents should not have to choose between caring for their loved one and risking their financial stability. Paid family leave allows families to be there for the important first moments in the lives of their children knowing their employment is secure.

### Paid family leave has proven short- and long-term health and well-being benefits for families:



- Contributes to fewer low birthweight babies, fewer incidents of pediatric abusive head trauma, fewer infant deaths, and higher rates of breastfeeding
- Promotes parent-child bonding and accessing prenatal care
- Linked to children having better developmental outcomes, including fewer behavioral problems
- Improves maternal mental health
- Generates greater income stability for families

### It also has proven returns on investment for employers:



- Boosts employee morale and reduces turnover
- Creates an incentive for potential employees
- Lever for increased labor force participation
- Potential savings in the state budget due to decreased reliance on public assistance programs

As a first step measure, Kentucky can allow state employees to access 12 weeks of paid family leave after the birth or adoption of a child.

### Advancing Equity in the Commonwealth

Currently, Black and Hispanic workers are less likely to have access to paid family leave than people who are White. Improving access to this benefit would boost family and economic stability for all eligible families.

Paid family leave would lower health and economic disparities as families would maintain an income and have access to health care as they care for their new child.

### Blueprint for Kentucky's Children Solution:

Allow state employees to access 12 weeks of paid family leave after the birth or adoption of a child.