



Kentucky can...

Strengthen Kentucky's Families and Workforce with Paid Family and Medical Leave

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.

The vast majority of working people do not have paid family leave through their jobs. In Kentucky, even unpaid leave under the **federal Family and Medical Leave Act is inaccessible for 62% of working people.**

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
- Allows mothers time to fully heal from childbirth and reduces likelihood of severe depression in new mothers
- Linked to children having better developmental outcomes, including fewer behavioral problems
- 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



Paid leave means workers – especially women – are no longer faced with the decision to leave the labor force to care for their families, reducing turnover for employers of all sizes and boosting the economy. 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

Improving access to this benefit would boost family and economic stability for all eligible families. Paid family leave would reduce health and economic disparities as families would maintain an income and have access to health care as they care for their new child. Nationally, 25% of Latinx and 43% of Black workers report having access to any paid or partially paid parental leave, compared to 50% of White workers.

Blueprint for Kentucky's Children Solution:

Create a Paid Family Leave infrastructure so parents can access 12 weeks of paid leave after the birth or adoption of a child.