

# PAID FAMILY LEAVE

**No person should be forced to choose between keeping their job and caring for their children or family.** The ACLU of Kentucky supports legislation to provide paid family and medical leave for all Kentucky employees.

## HEALTH AND GENDER:



### HEALTH AND PAID LEAVE:

- Parents with paid leave are more likely to breast feed, even after they return to work.
- The American College of Obstetrics and Gynecologists endorses paid leave for its positive effects on postpartum care.
- Access to paid family leave reduces rates of infant mortality.



### GENDER EQUALITY:

- A gender wage gap emerges after having a child, known as the Motherhood Penalty. This impacts an outsized number of Kentucky families because women are the breadwinners in many homes.
- Wage gaps significantly reduce earning potential over the course of someone's career.

## RACIAL DISPARITIES:

The enormous wealth gap between white and Black Americans denies Black Americans the resources to absorb income loss if required to take time off work for parental or medical leave.

**4X**  
MATERNAL  
MORTALITY

Maternal mortality rates for people of color are 3x higher than their white peers. They are 4x higher for Black people.

**LESS  
ACCESS**

Black women who have less access to paid family leave are more likely to return to work sooner than they should following childbirth.



The United States is the only wealthy country whose maternal mortality rate has increased in recent decades. It rose 26% from 2010-14.

## ECONOMIC IMPACT:

**Kentucky has lower rates of women's workforce participation than most other states. This has been exacerbated by the pandemic.** Access to paid family leave increases women's participation and makes it more likely for a woman to return to work after giving birth, improving employee retention and saving businesses money from turnover.