

NEW YORK SMALL BUSINESSES NEED PAID FAMILY LEAVE

New Yorkers shouldn't have to choose between their paycheck and caring for their loved ones. The Paid Family Leave Insurance Act would provide up to 12 weeks of job protected paid leave to bond with a new child, care for a seriously ill family member, and deal with issues that arise when a family member is called to active military service.

The legislation would create a paid family leave insurance benefit and modernize New York's Temporary Disability Insurance (TDI) program, the critical support system for new mothers physically recovering from childbirth, which is currently frozen at the 1989 rate of \$170 per week.

With paid family leave, employees would be able to care for their loved ones without losing a paycheck or having to use sick or vacation time.



Businesses won't pay anything into paid family leave. The program will be paid for entirely by a small increase in the TDI deduction from each workers' paycheck and the insurance provider will pay the benefits to workers.

Since employers will not be paying workers' salaries when they are on leave, employers can use these savings for temporary workers or overtime for existing workers if necessary.

Paid family leave helps small businesses stay competitive with larger businesses in recruitment and retention. The program allows small businesses to provide a benefit that they couldn't previously afford.

Businesses in states that already have paid family leave report improved employee retention, loyalty, and job satisfaction. Small businesses have been even more likely than large businesses to report neutral and positive effect.

Paid Family Leave protects against abuse. Employees must provide proof of their need to take leave. Abusers would face penalties. States with paid family leave programs haven't reported cases of employees abuse.

#PAIDLEAVE

[f](https://www.facebook.com/NewYorkersDeservePaidLeave) NewYorkersDeservePaidLeave [t](https://twitter.com/timetocareny) timetocareny

TIMETOCARENY.ORG



NEW YORK
PAID FAMILY LEAVE INSURANCE CAMPAIGN