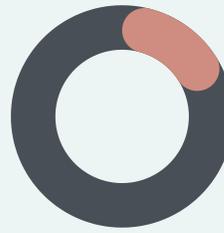


Invest in Tennessee's workforce and promote strong family bonds.

Recommendations

Implement 12 weeks of Paid Family Leave for Tennessee state employees upon qualifying events consistent with those under FMLA.

Expand Resource Centers across the state, particularly in rural areas, to support those entering the workforce while participating in Extension of Foster Care.



Access to paid family leave

Only two out of 10 employees in Alabama, Kentucky, Mississippi and Tennessee have Paid Family Leave.¹

The three largest private employers in the state of Tennessee offer paid family leave.

Promoting **strong family bonds** promotes **stronger communities**.

Paid family leave improves the physical, mental, emotional and behavioral development of children.

Increase in regular well-child visits

When caregivers have access to paid family leave, their children are more likely to complete their well-baby visits throughout their first year.² The American Academy of Pediatrics recommends seven well-baby visits within the first year. Well-baby visits support short and long-term child health. By increasing well-baby visits, **paid family leave policies showed a reduction in childhood ADHD and obesity when the children reached elementary age.**^{2,3}

Greater likelihood and duration of breastfeeding

Breastfeeding is linked with numerous immediate and long-term health benefits such as providing antibodies to protect from illness, significant nutritional value, a reduction in sudden infant death syndrome (SIDS), type 1 diabetes, obesity and asthma.⁴ Breastfed babies have fewer ear infections, lower rates of infant mortality and fewer hospitalizations.⁴ A study on the impact of paid leave found **the median duration of breastfeeding doubled for all mothers who took leave.**⁵

Decrease in babies born at a low birthweight or preterm

In 2020, one in seven Tennessee infants were preterm and one in 11 were born at a low birth weight.^{7,8} **Paid maternity leave decreased the likelihood of preterm birth by 6.6 percent and the percentage of babies born at a low birth weight by 3.2 percent.**⁸

Increase in on time vaccinations

When evaluating the impact paid family leave has on-time childhood vaccinations researchers found the likelihood of an infant receiving their second HepB vaccine late decreased by five percentage points. Delayed second doses of other infant vaccinations (DTP or HIB) decreased by 1.4 percentage points.⁹ **The most significant reduction was among infants living in low-income families whose probability of late vaccination dropped 5 to 7 percentage points.**⁹

Decrease in hospitalization

The implementation of 8 weeks of paid family leave **reduced hospitalization rates for RSV bronchiolitis and any acute respiratory tract infection by 30 percent.**¹⁰ Another study found parents covered by a paid family leave policy saw an **8.1 percent reduction in avoidable infant hospitalizations across all categories.**^{2,11}

Reduction in infant mortality

A study of OEDC countries found a **5.3 percent decrease in neonatal mortality and a 2.4 percent decrease in infant mortality** two years after adopting paid maternity leave.¹² According to 2017-2018 data, Tennessee had an infant mortality rate of 7 per 1,000 live births-the 6th highest rate in the United States.¹³

Reduction in infant head trauma

Abusive head trauma (AHT) is the leading cause of death related to child maltreatment.¹⁴ Instances of AHT peak when infants are 9 - 20 weeks old.¹⁴ Evaluating associations between state-wide paid family leave policies and AHT hospital admissions, **a significant decrease was found in the state with PFL policies compared to those without.**¹⁵

Increased parental engagement

When caregivers have more time at home with their children, they are able to form critical bonds that **lay the foundation for a strong and healthy attachment and healthy brain development.**¹⁶

Invest in Tennessee's workforce and promote strong family bonds.

Supporting mothers in their caregiving, careers and communities

Paid family leave allows time for new mothers to physically recover from the birthing process, if necessary, and adjust to the needs of a new infant or family member.

Paid leave after giving birth resulted in a 51 percent decrease in the likelihood of maternal rehospitalization when compared to those taking unpaid leave or no leave. Additionally, mothers with paid leave reported 1.8 times the odds of doing well with stress management.¹⁷

In 2019, 1 in 7 new mothers in Tennessee reported experiencing postpartum depression.¹⁸ Paid maternity leave has been shown to reduce the risk of postpartum depression. When mother's maternity leaves were 12 weeks or less, **each additional week of leave was associated with a lower odds of experiencing postpartum depression.**¹⁹

In addition to reducing risk of postpartum depression, paid leave reduces maternal stress and improves overall mental health allowing new mothers to engage in caregiving. Healthy attachment between a caregiver and child is crucial for child development - paid leave allows time to build that attachment.

When women do not have access to paid leave, nearly 30 percent drop out of the workforce within a year of giving birth.²⁰ States that have implemented paid leave have reduced this number by 20 percent.²⁰

Paid leave provides economic stability to families while increasing workforce attachment. **Women who took at least a month of paid leave were 54% more likely to report an increase in their wage a year after the birth of their child than those who did not take leave.**²¹

Supporting fathers as caregivers and professionals

Although access to Paid Family Leave is sparse to begin with in the United States, male caregivers face particular challenges when wanting time off to care for themselves or their family.²²

Fathers are becoming increasingly more engaged in their families. **The time fathers spent caring for their children has nearly tripled since 1965.**²² Additionally, working fathers are as likely as working mothers to report having difficulty managing work and family responsibilities.²²

Despite these positive shifts, many companies do not provide paternal leave, or provide it at a shorter duration. A study of men in professional roles found **3 out of 4 took a week or less of leave after the birth or adoption of a child.**²² Among lower income men, 60 percent took no time off.²²

When fathers are able to take leave, they have more time to bond with their children. They are able to be engaged in caregiving from the start. When fathers took paternal leave **they were more actively involved in their caregiving 9 months later.**²³

Fathers who took paternal leave reported a higher satisfaction with parenting. In another study, 100 percent of respondents were glad they took paternal leave and would do it again.²⁴ **Additionally, paternity leave results in greater relationship stability.**²⁴ Of those surveyed, 90 percent noticed an improvement in their relationship with their partner.²⁴

Women who take paid leave are **35%** less likely to report receiving public assistance one year after birth.²⁵

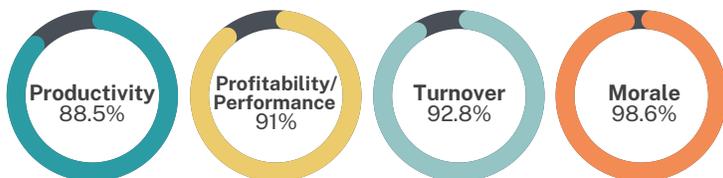
Paid family leave **reduced childhood food insecurity by 1.41 percentage points and very low food insecurity rates by 2.29.**²⁵

Family and Medical Leave

Although, the majority of this document focuses on paid leave after birth or adoption, Paid Family and Medical leave can provide the opportunity for other caregiving. Other instances might include caring for elderly parents, a loved one's illness, or an employee's own medical needs. Many Tennessee employees fall into "The Sandwich Generation", those who are often taking care of their own children as well as the needs of aging parents.

Business Benefits

Employers reporting implementation of Paid Family and Medical Leave had "No noticeable effect" or "Positive effect" on:⁵



The cost of replacing an individual employee can range from **1.5 to 2x the employee's annual salary.**²⁷

Paid Leave Use and Employment Outcomes of First-Time Mothers²⁶

- Utilized paid Leave
- Did not utilize paid leave

