

ENACTING PAID PARENTAL LEAVE IN ILLINOIS

- Paid parental leave is associated with better childhood health outcomes, including lower child mortality rates and reduced risk of childhood obesity.
- Paid parental leave increases hours worked for mothers by up to 17%, boosting labor force participation.
- Paid parental leave would directly impact 220,000 working parents in Illinois each year.
- Paid parental leave would increase total worker income by \$1.4 billion per year in Illinois.
- Strong majorities of Democrats (90%) and Republicans (75%) support paid leave for new mothers and most Democrats (79%) and Republicans (57%) also support paid leave for new fathers.

EXPANDING PAID SICK LEAVE OUTSIDE OF CHICAGO

- Chicago's ordinance provides 5 days of paid sick leave once employees work 200 hours (5 weeks).
- Paid sick leave would directly affect 762,000 workers in the Chicago suburbs and 581,000 workers downstate.
- Paid sick leave would increase total worker income by \$1.5 billion per year in Illinois.
- Paid sick leave reduces the spread of infections in the workplace by 39% during epidemics.

The Impact of Paid Parental Leave in Illinois

- **220,000 working parents** would be directly affected
- Total worker earnings would rise by **\$1.4 billion**
- Productivity would improve and **worker turnover would fall**

8 states now have paid leave programs. Will Illinois be next?



Paid Sick Leave in Illinois

12 states and the District of Columbia have paid sick leave policies.

- Keeps workers safe and healthy
- Directly impacts 1.5 million workers
- 90% of benefits accrue outside of Chicago
- Would not hinder job growth
- Ensures economy can withstand pandemics




AUGUST 2020 SURVEY OF 1,030 ILLINOIS WORKING MOTHERS DURING COVID-19

- 83% of working mothers experienced child care, school, or summer camp closures.
- Working mothers with high child care costs were 10% less likely to remain employed and 24% less likely to report that they suffered income losses.
- Access to paid leave increased the chances that working mothers remained employed by 10% and reduced their likelihood of experiencing income losses by 14%.
- The pandemic exposed the fragility of child care system, the importance of in-person learning for both children and their parents, and the lack of paid leave for working parents in Illinois.

Expanding paid family leave, paid sick leave, and affordable child care options would make Illinois the most pro-family state in the Midwest. Importantly, legislation could ensure that large businesses and organizations provide paid leave—instead of creating new taxpayer-funded social insurance programs—while affordable child care could be achieved by implementing a refundable child tax credit or doubling the Child Care Assistance Program (CCAP). Finally, these pro-family policy changes would have no net-negative effect on Illinois businesses because they would raise labor force participation, improve worker health, reduce employee turnover, and boost worker productivity.

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*The Impact of Providing Paid Parental Leave in Illinois:
A Labor Market Perspective*

Focus Area
Working Families