

Testimony before Senate Pensions & Labor Committee

SR 25

The Institute for Working Families is eager to support continued conversation around ways to expand access to paid family leave. Our mission is to help Hoosier families achieve and maintain economic self-sufficiency. Without paid leave, a family member in need of care can send many otherwise self-sufficient families into crisis.

Since we last talked about this a year ago, there has been continued conversation on both the right and left about paid family leave – with a growing consensus that something should be done to support businesses in providing this type of benefit. For small employers in particular, providing paid family leave on their own can be heavy lift and a pooled insurance model could lift some of that burden.

Paid family leave is also an important tool for recruitment and retention. Surveys of both human resource managers and prospective employees find that work-family benefits like paid leave are important to job-seekers. This is likely due to the fact that our workforce has changed significantly – many young families now anticipate that all adults will continue working following the birth of a child, meaning that our caregivers are also our workers.

Finally, paid family leave aligns paid leave with the Governor's priority to reduce infant mortality. Adult caregivers with paid family leave can prevent or delay costly nursing home placements. Our returning military members could see better outcomes with improved availability of family care. The list goes on and on.

So I want to thank Senator Tallian and the committee for continuing to engage on this issue, and we hope to seeing the conversation continue over the summer.