

Adopt Paid Family and Medical Leave

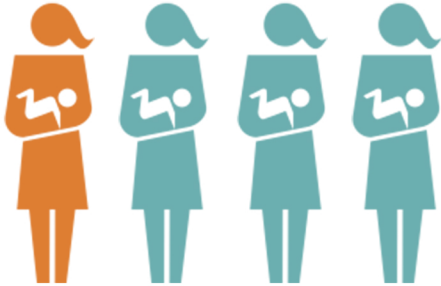
Think Babies™ NC Leadership Team



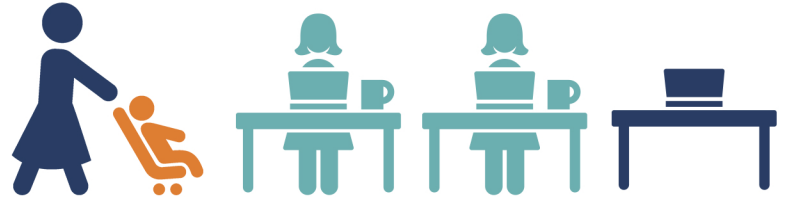
Very few employees in North Carolina have access to paid family and medical leave. And in many cases, those who receive unpaid leave cannot afford to take it. Paid family and medical leave would have positive impacts on parents and children that last throughout life.

PAID LEAVE SUPPORTS STABLE CARE ARRANGEMENTS FOR NEW CHILDREN

1 in 4 mothers return to work within two weeks of giving birth.



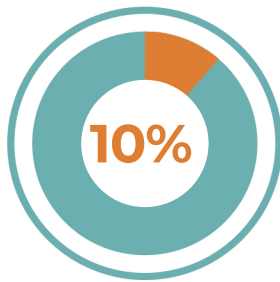
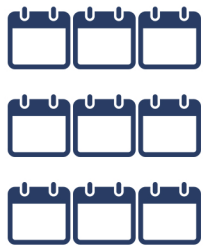
Without paid leave, parents are forced to take unpaid leave or leave their children in unstable child care situations.



PAID LEAVE IS IMPORTANT FOR THE HEALTH OF PARENTS AND CHILDREN



10 weeks of paid leave is associated with a 10% reduction in infant mortality.



Babies are more likely to attend well-child checks and receive all necessary immunizations.

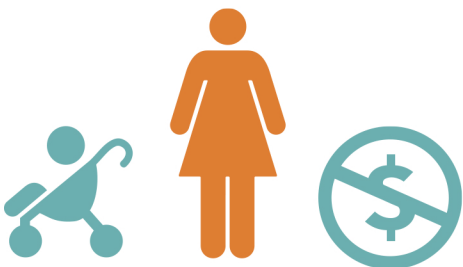


Paid leave increases parental involvement and bonding during a critical developmental time.



WHAT FAMILY AND MEDICAL LEAVE LOOKS LIKE IN NORTH CAROLINA

STATE EMPLOYEES



unpaid leave through FMLA

MUNICIPAL EMPLOYEES



14 local governments provide paid leave

PRIVATE EMPLOYEES



11% of private-sector employees have access to paid leave