

Employers reported that Paid Family Leave had either a **positive effect** or **no noticeable effect** on:

- Δ productivity (89 percent)**
- Δ profitability (91 percent)**
- Δ turnover (96 percent)**
- Δ employee morale (99 percent) ***

* 2010 study by the Center for Economic and Policy Research (CEPR) looking at California's Paid Family Leave policy adopted in 2004

11 WEEKS > 5 WEEKS

Did you know that the median weeks of breastfeeding **DOUBLED** for new mothers who used Paid Family Leave, from **5 to 11 weeks?***

* Reported in the Harvard Business Review using 2010 study by the Center for Economic and Policy Research (CEPR) looking at California's Paid Family Leave policy adopted in 2004

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