

# PAID FAMILY LEAVE:

## Good for Health

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### Why Might Someone Need to Take Paid Leave?

- Care for a Newborn or recently adopted or fostered child
  - Care for a sick child or other family member
  - Cope with domestic or sexual violence
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### What is Paid Leave?

- 12 weeks of consecutive leave or 56 days of intermittent leave
  - 85% wage replacement up to \$1081 per week
  - Can be taken for any individual whom the employee considers family
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### What are the Health Benefits of Taking Paid Leave?

- Improved maternal mental health including decreased postpartum depression<sup>1 2</sup>
  - Improved infant health<sup>3</sup>
  - Increased likelihood of still breastfeeding at six months<sup>4</sup>
  - Increased on-time vaccinations for infants<sup>5</sup>
  - Fewer infant hospitalizations<sup>6</sup>
  - Reduction in post-neonatal infant mortality rate<sup>7</sup>
  - Reduction in stress and fatigue among new fathers<sup>8</sup>
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### How Can Health Professionals Support Those Who Need Leave?

- Make sure you have materials from the NJ Department of Labor to give to families
  - Inform families about uses of leave
  - Provide support while families decide their options
  - Be ready to provide the documentation necessary to enable families to use the leave they need.
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#### Footnotes

- 1 Heshmati, A., Honkaniemi, H., & Juárez, S. P. (2023). The effect of parental leave on parents' mental health: a systematic review. *The Lancet Public Health*, 8(1), e57–e75. [https://doi.org/10.1016/S2468-2667\(22\)00311-5](https://doi.org/10.1016/S2468-2667(22)00311-5)
- 2 Hamad R, Modrek S, White JS. 2019. Paid family leave effects on breastfeeding: a quasi-experimental study of US policies. *Am. J. Public Health* 109(1):164–66
- 3 Doran, E. L., Bartel, A. P., Ruhm, C. J., & Waldfogel, J. (2020). California's paid family leave law improves maternal psychological health. *Social Science & Medicine*, 256, 113003. <https://doi.org/10.1016/j.socscimed.2020.113003>
- 4 Bullinger, L. R. (2019). The Effect of Paid Family Leave on Infant and Parental Health in the United States. *Journal of Health Economics*, 66, 101–116. <https://doi.org/10.1016/j.jhealeco.2019.05.006>
- 5 Hamad, Rita, M.D., PhD., Modrek, S., PhD., & White, J. S., PhD. (2019). Paid Family Leave Effects on Breastfeeding: A Quasi-Experimental Study of US Policies. *American Journal of Public Health*, 109(1), 164. <https://doi.org/10.2105/AJPH.2018.304693>
- 6 Choudhury AR, Polachek SW. 2021. The impact of paid family leave on the timely vaccination of infants. *Vaccine* 39(21):2886–93
- 7 Pihl, A. M., & Basso, G. (2018). Did California Paid Family Leave Impact Infant Health? *Journal of Policy Analysis and Management*, 38(1), 155–180. <https://doi.org/10.1002/pam.22101>
- 8 Chen, F. (2022). Does paid family leave save infant lives? Evidence from California's paid family leave program. *Contemporary Economic Policy*, 41(2), 319–337. <https://doi.org/10.1111/coep.12589>