



Paid Leave Policies Would Generate \$1.3 Billion Additional Income Each Year for North Carolina Families and the Economy

The Biden-Harris Administration's American Families Plan and the Building an Economy for Families Act recently introduced by Richard E. Neal (D-MA) include up to 12 weeks of paid family and medical leave for the arrival of a new baby, to care for a sick loved one or to deal with their own illness. The plan would bring enormous relief to thousands of North Carolina families forced to decide between their families and their paychecks — and a tremendous benefit for North Carolina's economy.

Paid leave policies would increase North Carolinians' income by an estimated \$1.3 billion a year and increase the number of workers taking paid leave annually by nearly 549,000. Nationally, universal paid family and medical leave would increase household income by \$28.5 billion, of which \$19.1 billion would be wage replacement directly from the paid leave program, and \$9.4 billion would be income earned by workers throughout the economy as people receiving wage replacement spend money on goods and services.



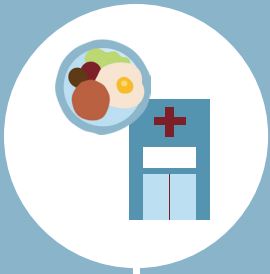
\$1.3 billion more annually in North Carolinians' paychecks

- └ Paid leave would add an estimated \$1.3 billion a year to state incomes by raising earnings of North Carolinians who would be able to take paid leave. That increased income will generate additional jobs and economic activity across the state, especially in the restaurant and hospital sectors. Today, workers with a new baby, a sick parent or their own illness must give up a paycheck or even leave their jobs entirely. That limits workers' earning opportunities, and can even force them entirely out of the workforce.



549,000 additional North Carolinians would take paid leave each year

- └ If the Biden-Harris or Neal plans pass, 549,000 more people will take leave each year to provide care to a loved one or receive care themselves because paid leave is available— an enormous relief to those families and a boost to North Carolina children, people with disabilities and seniors. In North Carolina, even unpaid leave under the federal Family and Medical Leave Act is inaccessible for 61 percent of working people.



Restaurant and hospital sectors would see the greatest gains

- └ Economic patterns show that the money spent by paid leave takers will be put right back into a key industry in North Carolina: restaurants and hospitals, generating income and creating more jobs in this sector.



287,670 additional North Carolina women would take paid leave each year

- └ The COVID-19 pandemic demonstrated how hard a burden falls on women when illness or crisis strikes. The Biden-Harris and Neal proposals mean an additional 287,670 North Carolina women would use paid leave each year, giving women workers new opportunities to build strong careers and strong families.



170,100 additional low-income North Carolina women would take paid leave each year

- └ Low-income families, especially women, would see enormous benefits from paid leave provisions. Low-income women are far less likely to have access to paid leave. And the loss of a paycheck or a job because of a family situation hits these women hardest. Giving roughly 170,100 low-income North Carolina women the security of paid leave each year will give a huge boost to their economic prospects.

For more information, visit WomenEffectFund.org.