



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Members of the Workforce Development Joint Budget Hearing, thank you for the opportunity to share my support for a strong paid family leave program in New York State. My name is Fernán Cepero and I am testifying on behalf of YMCA of Greater Rochester, a member of the New York State Paid Family Leave Campaign.

A strong paid family leave program would ensure that when workers need to be with their families to bond with a new child or care for a seriously ill family member they will be able to meet these health and family responsibilities without putting their jobs and financial stability at risk. Adequate wage replacement is important to protect low wage workers who live paycheck to paycheck and do not have savings to fall back on. A strong paid family leave program will:

- Cover all workers
- Provide up to twelve weeks of leave
- Provide two thirds wage replacement when a worker is on leave
- Provide job protection to workers who take leave
- Raise the benefit under Temporary Disability Insurance

Paid family leave must cover all workers. A program that does not apply to smaller businesses will exclude millions of workers. There is no financial penalty for any business under the Paid Family Leave program in the budget because it is an insurance program – workers are paid by the insurance provider when on leave, not by the employer. The employer can use the worker's salary to pay for any costs associated with the leave, such as increasing hours or replacements. An insurance program where everyone participates is what makes the benefit affordable to all employers and employees. No social insurance program excludes businesses based on size.

Workers need up to twelve weeks of leave. According to physicians, twelve weeks of leave is the minimal time parents need to bond and care for newborns, with lasting impacts for healthy child development. This twelve week period is also critical for breastfeeding, which provides major health benefits to both mothers and babies. Experience in the states that have paid family leave programs – California, New Jersey, and Rhode Island – show that workers take only the time they need. Many will not take the full twelve weeks.


A sufficient wage replacement rate (the percentage of a worker's income the worker receives while on leave) is critical to ensure that workers receive enough income to afford to take leave. Low wage workers generally have little or no savings. Receiving only half their wages while on leave is insufficient to allow them to take time off. Under a proposal of 50% wage replacement a minimum wage worker would get just \$180/week. Low wage workers will not be able to take this leave, even though they have paid for it. A wage replacement rate of two thirds will provide low wage workers with the opportunity to access more of their wages while on leave, which will enable them to take the leave.

Workers will be unwilling to risk their jobs to take paid family leave benefits without job protection. When workers aren't able to take leave and then return to their job they end up on public assistance, costing taxpayers money. Job protected leave is especially important for keeping mothers attached to the workforce and reducing the income hit women take when they become mothers. Analysis of the Rhode Island paid leave program shows that 40% of workers would not have taken the paid family leave benefit without the job protection that the Rhode Island program guarantees.

The benefit for Temporary Disability Insurance has been at \$170 a week since 1989, this benefit is too low to protect workers from financial difficulty when they utilize it. A meaningful increase ensures that workers can avoid financial hardship, provides parity for workers dealing with their own disability and those caring for a family member, and provides an adequate benefit for women who experience complications during pregnancy. This benefit needs to be raised to provide the families of today access to financial stability when utilizing Temporary Disability Insurance.

The time is now for New York to establish a strong paid family leave insurance program and we have the opportunity to do that through the FY 2016-17 budget. I urge you to enact a program that covers all workers, provides 12 weeks of leave, provides two thirds wage replacement, provides job protection, and raises Disability Insurance benefit the Temporary.

Sincerely,

A handwritten signature in dark ink, appearing to read "Fernán R. Cepero". The signature is fluid and cursive, with the first name "Fernán" and last name "Cepero" clearly distinguishable.

Fernán R. Cepero, PHR, SHRM-CP
Chief Human Resources Officer