

**From:** [Roers, Kristin](#)  
**To:** [Wolf, Lynn](#)  
**Subject:** Fwd: Paid Leave Resources- SCR 4018  
**Date:** Friday, March 3, 2023 9:21:52 AM  
**Attachments:** [image001.jpg](#)

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Senator Kristin Roers  
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**From:** Moos, Janelle <[jmoos@aarp.org](mailto:jmoos@aarp.org)>  
**Sent:** Friday, March 3, 2023 8:46:07 AM  
**To:** Senator Kristin Roers <[kroers@nd.gov](mailto:kroers@nd.gov)>; Barta, Jeff <[jbarta@ndlegis.gov](mailto:jbarta@ndlegis.gov)>; Cleary, Sean <[scleary@ndlegis.gov](mailto:scleary@ndlegis.gov)>; Estenson, Judy <[jestenson@ndlegis.gov](mailto:jestenson@ndlegis.gov)>; [jlee@nd.gov](mailto:jlee@nd.gov) <[jlee@nd.gov](mailto:jlee@nd.gov)>; Braunberger, Ryan <[rbraunberger@ndlegis.gov](mailto:rbraunberger@ndlegis.gov)>  
**Subject:** Paid Leave Resources- SCR 4018

Good morning Chair Roers and Members of the Committee,

Hope you are well. I reached out to our Government Affairs office to see if we had resources that could help answer Senator Barta's question about what other states have paid family leave and the cost benefit analysis of paid family leave programs.

Below is a quick summary of what they shared with me. I hope it is helpful.

The TN fact sheet from A Better Balance really speaks to keeping workers in the workforce as a result of paid leave. Not all the burden needs to fall on the employer; as the chart from ABB shows, some states have different splits when it comes to who pays what (employer vs employee) – some states have the employee paying the full cost, some are split down the middle, etc.

**Fact Sheet from A Better Balance on TN paid leave** (highlights the case for fiscal savings to the state as well as the business case, employee retention, etc.):

<https://www.abetterbalance.org/resources/fact-sheet-paid-family-leave-good-business-tennessee/>

**Information from Institute for Women's Policy Research:** <https://iwpr.org/iwpr-issues/esme/paid-family-leave-vital-benefits-at-an-affordable-cost/>

**Chart from A Better Balance:** <https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/>

Please don't hesitate to reach out if you have questions or need additional information. Thank you.

Have a nice weekend!

Janelle

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