



## Kristin Boggs

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Chairman Brinkman, Vice-Chair Antani and members of the House Insurance Committee, we would like to thank you for allowing us the opportunity to present sponsor testimony on House Bill 91, our Paid Family and Medical Leave Act. House Bill 91 creates a Family and Medical Leave Insurance Program that will allow for employees to care for an ill family member, bond with a new child, or address their own serious health condition.

Considering that the United States is the only developed country in world that does not offer some form of paid family, I wish I could say that Rep. Boyd and I are these amazing innovators that solved the puzzle—but the truth is, our bill lays out a pretty simple plan that will help people take care of their families.

**To become eligible:** you have to work 680 hours over the past year. You do not have to be employed by the same employer throughout that time, as long as your employers have been deducting and paying your premiums.

**Once you become eligible you will be entitled to:** 12 weeks of paid leave to care for a new baby, care for a child, parent, or spouse with a serious medical condition, or care for yourself if you have a serious medical condition. The amount workers receive will be based on their earnings—and will not exceed \$1,000 a week.

**Workers will access their benefits through the Ohio Job and Family Services who will be the administrators of the program.**

**The cost of the program will be determined by ODJFS.** The Director of ODJFS will be charged with completing an actuarial study to determine the premium amounts sufficiently necessary to fund the program. Program benefits will be paid by assessing premiums on employees—we do not know exactly how much these premiums will be, but in other states that passed paid leave workers pay \$1-\$2 per week.



We believe this cost will be offset significantly by the economic benefits this legislation would provide. The Dept. of Labor estimates that paid family leave would add \$500 billion to the economy. By adopting a statewide paid family leave policy, we will be sending a message across the country that Ohio is a place you can work and take care your family.

I personally know how important it is to have job security while recovering from childbirth and welcoming a new baby into your home. As you all probably remember, there were several times Colin had to attend this committee with me, and I count myself lucky to have a job where I can't be fired for having a baby and taking the time necessary to care for my family. Unfortunately, over 60% of Ohioans have no job protection or access to compensation.

The reality is that 100% of Ohio's workforce needs leave at some point. Ohio's businesses are dealing with this issue every day. This legislation creates the framework to provide our workforce compensation and security to deal with the inevitable realities that we all face in life.

My district has more college students than any other district in Ohio—over 50% of my constituents are under the age of 50. They are the caregivers. This bill will help prevent them from leaving and starting families elsewhere, and it will help our business community attract talent away from other states. We know preserving family income increases workforce participation at all levels of employment. For all the health, social, and economic benefits paid leave provides, we believe all Ohioans should be able to access it.

We would like to again thank you for your time and at this point we welcome any questions the committee may have.