

March 2, 2015

WRITTEN TESTIMONY ON PROPOSED BILL # 6932: "AN ACT CONCERNING PAID MEDICAL AND FAMILY LEAVE."

Esteemed members of the Labor and Public Employees Committee,

My name is Jordana Frost and I am a Connecticut voting resident and tax payer. A public health professional with expertise in community and family health, I am also an active member of the Connecticut Coalition to Improve Birth Outcomes, the Connecticut Alliance for Perinatal Mental Health, and the Mansfield Advocates for Children.

I am proud of our state's legislators for sponsoring and supporting a progressive, common sense, and wide-reaching bill concerning paid family and medical leave. I urge you to join your colleagues to support H.B.6932: "An Act concerning paid medical and family leave."

Since the passage of the current Family and Medical Leave Act in the early 90's, it has become evident that its unpaid nature has become a major barrier to its actual utilization. In fact, 78% of those eligible for FMLA do not take advantage of it because it's unpaid and many employees continue to be ineligible because of their employer size. Research shows that when employees do take advantage of the benefits provided by protected time off to take care of family members, they are more likely to return to work, to be more satisfied with their employer, reducing turnover rates and related costs, and are also more productive in the workplace.

The currently proposed nature of paid family and medical leave would minimize the burden on employers, while allowing employees to take care of who and what matters without feeling torn between work and family, but rather being able to actualize what we often refer to as life-work balance.

Please support H.B.6932: "An Act concerning paid medical and family leave" and help to continue moving the needle in our state when it comes to equity, family integrity, social justice, economic development, health and wellbeing.

Thank you for considering my position.

Respectfully submitted,

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