

House Concurrent Resolution No. 40

100TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE DINKINS.

2098H.011

DANA RADEMAN MILLER, Chief Clerk

2 **WHEREAS**, Missouri families need access to paid family and medical leave to care for
3 their children and the elderly; and

4 **WHEREAS**, nationwide, the percentage of married-couple families with children under
5 18, in which both parents work, increased from 58 percent in 2010 to 60 percent in 2014 with
6 more than 16 percent of the U.S. population serving as eldercare providers; and

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8 **WHEREAS**, the Family and Medical Leave Act allows for unpaid leave for eligible
9 employees, yet 23% of U.S. workers have no access to even unpaid leave; and

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11 **WHEREAS**, the economic impact of paid family and medical leave on families includes
12 some income during the employees' absence for those utilizing paid family and medical leave
13 and an increased likelihood that women will still be working 9 to 12 months after the birth of a
14 child; and

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16 **WHEREAS**, one study found women who utilize paid family and medical leave are 39
17 percent less likely to receive public assistance or food stamps in the year following a child's birth,
18 compared to women who take no leave; and

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20 **WHEREAS**, research shows that paid family and medical leave has a positive effect or
21 no noticeable effect on productivity, profitability, turnover, and employee morale, also long-term
22 productivity can increase due to improved recruitment, retention, and employee motivation,
23 which are key to workforce development initiatives the State of Missouri has undertaken in
24 recent months; and

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26 **WHEREAS**, although the United States stands alone as the only industrialized country
27 with no national paid family and medical leave law, the State of Missouri has taken incremental
28 steps to provide paid parental leave to its state employees following the best practices and trends
29 being adopted by corporate America demonstrating what is good for business is good for
30 Missouri:

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32 **NOW THEREFORE BE IT RESOLVED** that the members of the House of
33 Representatives of the One Hundredth General Assembly, First Regular Session, the Senate
34 concurring therein, hereby urge the United States Congress to work, on a bipartisan basis, to
35 adopt a Paid Family and Medical Leave law; and

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37 **BE IT FURTHER RESOLVED** that the Chief Clerk of the Missouri House of
38 Representatives be instructed to prepare a properly inscribed copy of this resolution for the
39 Speaker of the United States House of Representatives, the President Pro Tempore of the United
40 States Senate, the Governor of the State of Missouri, and to all members of the Missouri
41 Congressional delegation.

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