

PAID LEAVE FOR OHIO

STRONGER FAMILIES. STRONGER WORKFORCE. STRONGER OHIO.

THE ISSUE



77% of Ohio workers (4.4 million people) have no guaranteed access to paid leave.



Without it, citizens are forced to choose between income and caring for family members.



According to a 2024 statewide poll by LJR Custom Strategies, 74% of Ohio voters support a paid leave program, while 6% oppose it.

WHAT IT INCLUDES

- Family Caregiving Leave: Supporting a family member with a serious illness or end of life care.
- Parental Leave: Birth, adoption or foster placement.
- Personal Medical Leave: Recovery from a serious health condition.

CURRENT LANDSCAPE

- Ohio businesses face worker shortages and turnover, especially in healthcare, manufacturing and technology.
- 14 states have guaranteed paid leave, and Pennsylvania could soon join them by enacting bipartisan legislation.
- State employees in Ohio get 12 weeks paid parental leave; several cities and counties have their own policies.

BENEFITS FOR OHIO

- Stronger Economy: Improves productivity, reduces turnover, helps recruit/retain workers.
- Support for Middle Class and Blue-Collar Workers: Prevents loss of thousands in income during leave.
- Grows our Population: Lower infant mortality, higher breastfeeding rates, healthier babies.

HOW IT WORKS

- The state would maintain a paid family leave fund from an additional payroll contribution of 0.8% split between employees and employers. Employers with fewer than 15 employees would be exempt from the tax while the employee still contributes their half.
- Employees making \$60,000 annually would pay less than \$5 per week; employees making \$100,000 would pay less than \$8 per week.
- We anticipate that the fund will be managed and dispersed by the Ohio Department of Job and Family Services.
- Employees could receive up to 14 weeks of job protected paid leave for personal medical needs, caring for seriously ill family or caring for new children.
- Employees making up to \$70,000 annually would earn 85% of their salaries while on leave; employees making more than \$90,000 would earn a maximum of 67% of their salaries; higher-wage professionals would earn a lower percentage based upon income.
- Employers would retain the employee's full salary during leave and have discretion on how to use the remainder.