



**PAID FAMILY AND MEDICAL LEAVE:
A SMALL BUSINESS-BOOSTING POLICY**

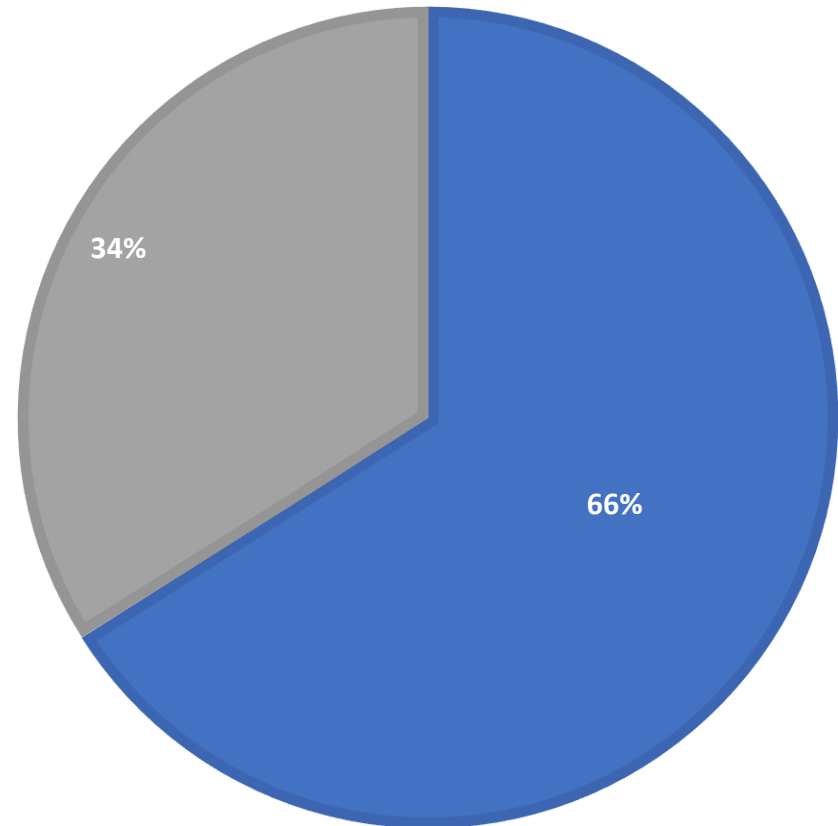
**DOMINIC PROCOPIO
NATIONAL ORGANIZER**

Virginia Small Business Supports Paid Family and Medical Leave

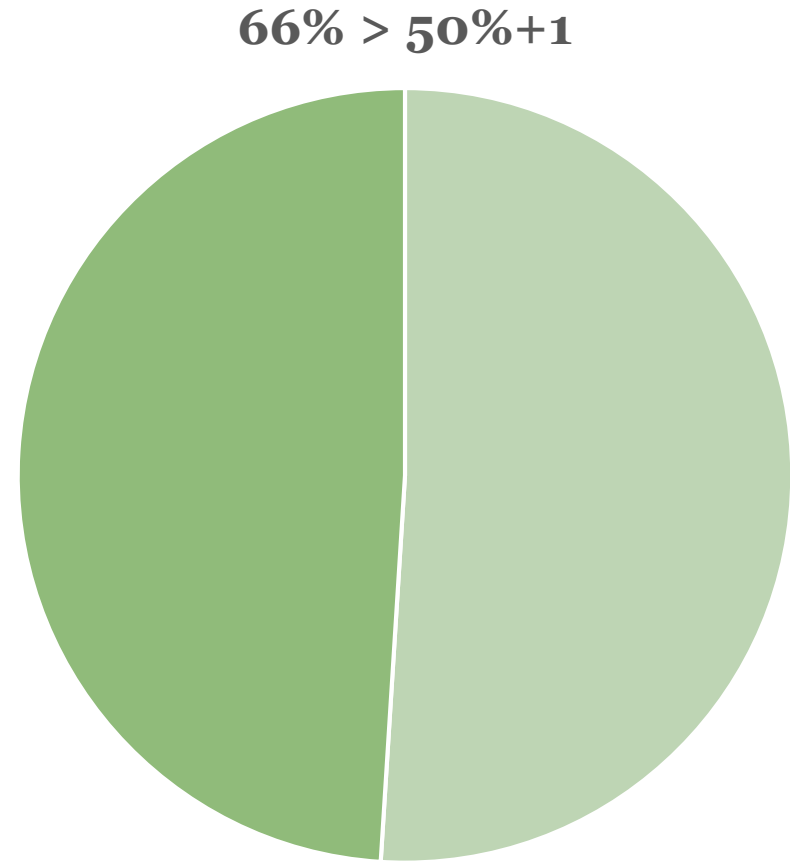
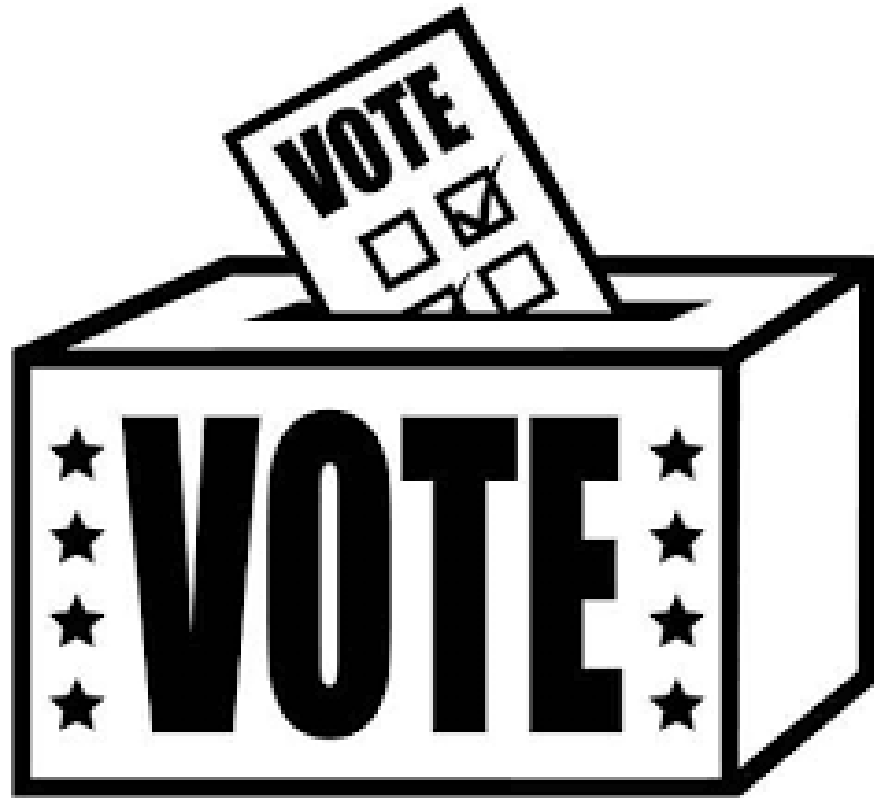
- Conversations with 350 Virginia small businesses about paid leave
- 145+ public pledges of support for a strong paid leave policy



66% of Virginia Small Business Owners Support Paid Family and Medical Leave



Support For Paid Leave Is a Winning Position with Virginia Small Businesses



Life Doesn't Stop Because You Happen to Own a Small Business



Small Business Lack Solutions to Their Paid Leave Needs

- Private options are unaffordable for the majority of small businesses
- A universal program reduces costs and puts paid leave in reach for small business

A Paid Leave Program That Includes All Working Virginians Will Boost the Small Business Economy

- Help small business attract the most talented employees
- Help small businesses retain employees
- Allow small business employees to be on the job at 100%
- Stabilize household income and keep dollars circulating at small businesses

Universal Paid Leave is the AFFORDABLE Option for Small Business

\$15/Hour = \$150/Year or \$3/Week

Earns up to 3 months of leave,
\$5,000 in income replacement



DECEMBER							JANUARY							FEBRUARY							
SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT	SUN
	1	2	3	4	5	6				1	2	3		1	2	3	4	5	6	7	
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21	
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28	
28	29	30	31				25	26	27	28	29	30	31	29							

Paid Leave in Other States Has Helped Small Business



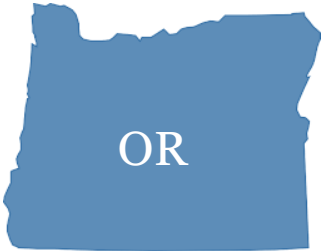
87% of California small business reported **NO** additional costs after paid leave was implemented.

9% reported **REDUCED** costs due to higher productivity.



A majority of New Jersey small business owners have reported no negative impact on profitability or productivity.

Successful Paid Leave Implementation Across the United States





A key staff member at my shop required surgery for a chronic neck condition that was causing him pain and limiting his ability to work.

He couldn't miss another paycheck so he went against his doctor's orders and returned to work, still in pain and limited in what he could do.

We need a paid leave policy that lets our employees come back to work when they're ready.

Donna Welch
Let's Meat on the Avenue
Alexandria



Having a child while owning a business shouldn't mean working yourself to the bone only days after giving birth. It shouldn't mean leaving to run the kitchen in your restaurant just hours after watching your daughter be born. It shouldn't, but for many of us it does.

Heather Fraley
The Ten Top & Clementine's
Norfolk



THANK YOU

For more information:
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