



Paid Family & Medical Leave in NC

Equity Before Birth and MomsRising





Equity Before Birth fuses economic justice with birth justice to eliminate pregnancy-related financial barriers. Our mission is to save the lives of Black birthing people by increasing access to critical support. We provide paid leave opportunities to families and sponsorship for essential baby items and pregnancy support services such as doulas.

MomsRising is a transformative on-the-ground and online multicultural organization of more than a million members and over a hundred aligned organizations working to increase family economic security, to end discrimination against women and mothers, and to build a nation where both businesses and families can thrive.

In North Carolina, our more than 47,000 members come from all 100 counties. At the state-level, we focus on workplace justice, early care and education, immigration, hunger and food insecurity, health care, maternal justice, gun safety, and MomsVote.



PFML Strategy and Policy Design in NC

NC does not currently have a state PFMLI program, so we are **limited to federal protections offered under FMLA.**

Building an inclusive public drumbeat of diverse stakeholders: Think Babies NC Alliance, NC Families Care coalition, NC Coalition on Aging, NC Violence Prevention Network, NC Serious Illness Coalition, and more.

Since 2019, NC legislative champions have introduced a bill, **NC Paid Family Leave Insurance Act (H597/ S564)**, based off best practices, lessons learned from other states around eligibility, wage replacement, job protection.





Incremental approach:

- 22 local governments providing parental, family, or both
- Paid parental leave for state employees (8 weeks for birth giving/ 4 weeks for non-birth giving) under Gov. Cooper's purview provided in 2019 via Executive Order 95
- Paid parental leave for state employees expanded voluntarily to also include the majority of Council of State Agencies and the UNC System
- Legislative bills filed every session to provide paid parental leave
- Previously endorsed by the Child Fatality Task Force

Stories & Data: Access to paid leave matters to families

24% of working mothers in US return to work within 10 days of giving birth

85% of the families who reach out to EBB do not have access to paid maternity leave opportunities -- in our first year of operation we distributed \$45,550 of supplemental income for working families in the Triangle who did not have access to paid leave (up to \$2,000 per month for up to 3 months) to 15 families.

We made tremendous impact in the lives of all families, especially working families who experienced premature labor and had to be out of work longer than expected.

We hear from families – and the research shows – that having access to paid leave supports bonding, breastfeeding initiation, and securing quality childcare to comfortably transition back to work.

