bi3 *supports*

Senate Bill 396

SENATE BILL 396:

Establish family and medical leave insurance benefits

ABOUT PAID FAMILY LEAVE

77% of Ohio workers have no guaranteed access to paid leave[1]

Ohio does not have a statewide paid family leave policy, but 74% of voters want one[2]

Only about 56% of workers are eligible for federal Family and Medical Leave Act (FMLA), and it is generally unpaid[3]

As of 2026, 14 states plus the District of Columbia have enacted mandatory paid family leave[4]

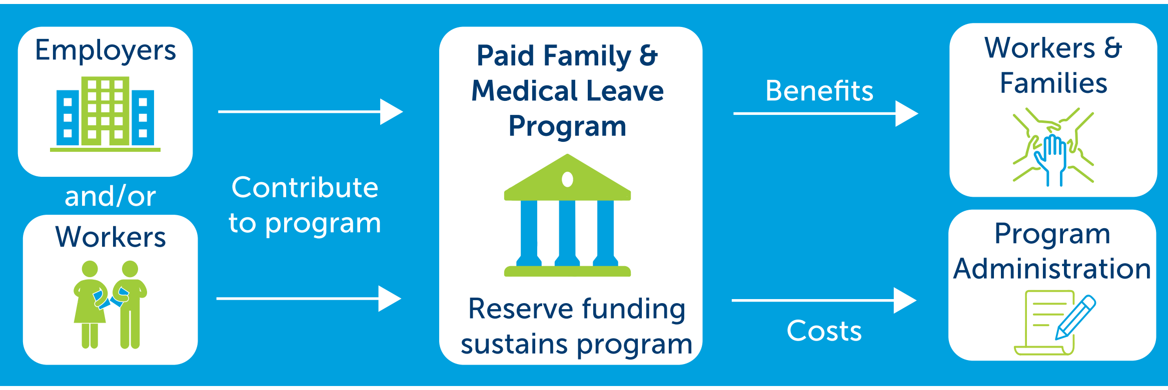
Sources:

1. National Partnership for Women & Families
2. 2024 statewide poll by LJR Custom Strategies
3. U.S. Department of Labor 2018 FMLA Formal Survey
4. Bipartisan Policy Center

"Nobody should have to choose between staying afloat financially and being there for their family when it matters most."

\- Ben Osburn, Manufacturing Manager

Goal: Create a practical, affordable statewide paid family leave program that includes time off for parental leave, family caregiving leave and personal medical leave to support families and help businesses retain valued employees.



HOW IT WORKS

- Full and part-time workers would be eligible for 14 weeks of paid, protected leave in a 12-month period—a shift from federal FMLA, which provides job protection but no paycheck.
- Workers continue to earn a percentage of their income while on leave. Employers would retain the employee's full wage during the leave period, as the state program would pay the employee directly.
- The state would maintain a paid family leave fund from a small payroll tax of approximately 0.8%, split evenly between employees and employers. The average cost to a worker is $4/week.
- Businesses with fewer than 15 employees would be exempt from contributing, but their employees would remain eligible for leave.

WHY IT WORKS

- It's a shared-risk, insurance-based model that drives economic growth
  - Boosts labor force and maintains household spending
  - Supports small businesses through cost-sharing and retention benefits
  - Strengthens families and health outcomes
- Flexible and business-friendly by design
  - Strengthens productivity and morale
  - Levels the playing field with large employers
  - Replaces unpredictable costs with predictable ones
  - Creates a workforce retention strategy, reducing turnover and hiring costs