

RESOLUTION 07-15

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3 Title: Mandatory Parental Paid Leave
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5 Introduced by: Federico G. Mariona, MD, for the Wayne County Delegation
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7 Original Author: Federico G. Mariona, MD
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9 Referred to: Reference Committee D
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11 House Action: **APPROVED AS AMENDED**
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14 Whereas, the United States of America is the only advanced industrialized
15 country in the world that does not provide working new mothers (and often fathers)
16 with entitlements to paid family leave (PFL) that allow families to take variable periods
17 of time off work with some level of wage replacement to care for a newborn, and
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19 Whereas, women from disadvantaged backgrounds have even less adequate
20 benefits, and
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22 Whereas, a review of historical, medical, economic, legal, and social issues of
23 newborn care points to the need to consider paid maternity leave for employed
24 mothers as a national priority in the United States, and
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26 Whereas, the gender character of the American work force has changed
27 dramatically over the last 50 years reaching 53% for women with children under the
28 age of 12 months, and
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30 Whereas, the human infant is delivered in a state of physiologic and neurologic
31 immaturity with a brain size only 25 percent of the adult's size, so it lives in a state of
32 biological, social and psychological dependence on its mother for many months, and
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34 Whereas, parental relationship qualities provided by both partners contribute to
35 the desirable dyadic level that mediate the function of the individual for the rest of its
36 lifespan, and
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38 Whereas, it will involve a combination of consensus building, compromise,
39 political savvy, pooled financial resources, and the public will to protect the next
40 generation, and
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42 Whereas, we as physicians should advocate for the right of the American
43 working family to compensated leave time to nurture and care for a new born baby as
44 an integral part of medical practice and a moral obligation to support social measures
45 that best serve our fellow citizens¹; therefore be it
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47 **RESOLVED:** That MSMS support parental paid leave; and be it further
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49 RESOLVED: That MSMS work jointly with the American Medical Association
50 and other involved national medical organizations to support parental paid leave.

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53 WAYS AND MEANS COMMITTEE FISCAL NOTE: NONE

ⁱ References:

The effects of California's paid family leave program on mother's leave-taking and subsequent labor market outcomes. Rossin-Slater M, Ruhm C.J., Waldfogeld J. Journal of policy analysis and management, 32 (2), 224. 2013.

Paid leave benefits among a national sample of working mothers with infants in the United States. Sheperd-Banigan M, Bell J.F. Matern Child Health J. 2014. 18; 286.

Paid maternity leave and breastfeeding practice before and after California's implementation of the nation's first paid family leave program. Huang R, Yang M. Econ Hum Biol 2014