



February 23, 2018

SENATE RESOLUTION No. 25

DIGEST OF RESOLUTION

A SENATE RESOLUTION urging the legislative council to assign the topic of establishing a voluntary paid family and medical leave program to the appropriate study committee.

Tallian, Ruckelshaus

February 15, 2018, read first time and referred to Committee on Pensions and Labor.
February 22, 2018, reported favorably — Do Pass.

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February 23, 2018

Second Regular Session 120th General Assembly (2018)

SENATE RESOLUTION No. 25

MADAM PRESIDENT:

I offer the following resolution and move its adoption:

1 A SENATE RESOLUTION urging the legislative council
2 to assign the topic of establishing a voluntary paid family and
3 medical leave program to the appropriate study committee.

4 *Whereas, The Federal Family and Medical Leave Act*
5 *(FMLA) has had a 25-year long impact on the workforce;*

6 *Whereas, Thanks to FMLA, many working individuals now*
7 *receive protected unpaid time off work to welcome new babies,*
8 *care for sick family members, or take care of their own health*
9 *without worrying about losing their job;*

10 *Whereas, This law entitles covered employees to twelve*
11 *weeks of job-protected leave;*

12 *Whereas, While it is important to offer unpaid leave*
13 *protection, providing paid leave would do wonders for the*
14 *average family and employer alike;*

15 *Whereas, Current research shows that paid family leave*
16 *offers benefits to employers by boosting retention and reducing*
17 *turnover costs, attracting talented employees, reinforcing a*
18 *company's values, providing increased employee morale, and*

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1 *better productivity;*

2 *Whereas, Companies report the payoff from offering paid*
3 *family leave exceeds the cost and that cost management is done*
4 *through thoughtful design, such as managing labor costs by*
5 *using existing employees rather than temporary workers;*

6 *Whereas, In Indiana, only 38 percent of the workforce is*
7 *both covered by FMLA and able to afford unpaid leave;*

8 *Whereas, Though FMLA is a step in the right direction, the*
9 *lack of pay during leave places a significant financial burden*
10 *on individuals and their families;*

11 *Whereas, FMLA is important to Governor Holcomb as*
12 *well, considering he signed an executive order providing four*
13 *weeks of paid leave for state employees to spend time with their*
14 *newborn or newly adopted child;*

15 *Whereas, Now is the ideal time for Indiana to craft its own*
16 *paid FMLA policies without overburdening employers; and*

17 *Whereas, A bill to complete this study was passed in 2017*
18 *and signed by the governor, but not assigned to a study*
19 *committee by the legislative council: Therefore,*

20 *Be it resolved by the Senate of the*
21 *General Assembly of the State of Indiana:*

22 SECTION 1. That the Indiana Senate urges the legislative council
23 to assign to the appropriate study committee the issue of a voluntary
24 paid family and medical leave program in Indiana.



COMMITTEE REPORT

Madam President: The Senate Committee on Pensions and Labor, to which was referred Senate Resolution No. 25, has had the same under consideration and begs leave to report the same back to the Senate with the recommendation that said resolution DO PASS.

(Reference is to SR 25 as introduced.)

BOOTS, Chairperson

Committee Vote: Yeas 7, Nays 1

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