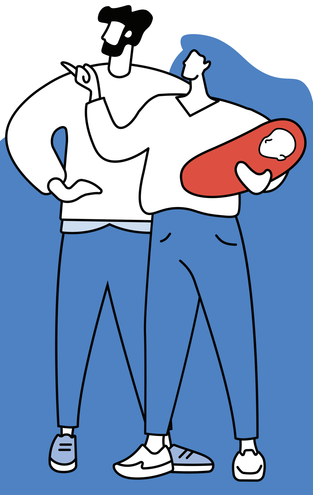
Paid Family and Medical Leave

Support measurable outcomes for individuals, families, and states



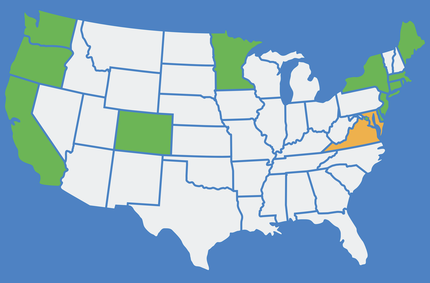
People see measurable benefits and states realize cost savings with well-run PFML programs that provide access to consistent, accurate, and timely paid time off during key life events.

States with active PFML programs

California
Colorado
Connecticut
Delaware
D.C. (District of Columbia)
Maine
Massachusetts
Minnesota
New Jersey
New York
Oregon
Rhode Island
Washington

States with pending PFML programs

Maryland
Virginia





Financial and health outcomes for families

When families retain income during life events like the birth of a new child or a medical emergency, they maintain overall financial stability, even if workers take time off for family or medical care.



25% reduction in bankruptcy



40% reduction in post-partum depression



7x more likely higher cognitive function in children

Improvements for workers and employers

Access to paid leave supports better working conditions, performance, and financial outcomes for both workers and employers.



3x more likely to seek medical treatment



21% decrease in turnover costs to employers



20% higher female participation in the workforce





Better outcomes for states

A timely and well-executed PFML program delivers measurable outcomes for states, families, and individuals.



40% reduced usage of other state benefits



32% reduction in emergency room use



50% reduction in rehospitalization rates and costs for mothers and babies

Technology for a well-run PFML program

A well-run PFML program with the right supporting technology delivers measurable benefits to constituents and real cost savings to states.



Faster implementation can reduce the cost of program initiation



Fit-for-purpose technology meets PFML program requirements and increases staff productivity



Consumer-grade customer experience helps maintain positive constituent sentiment and meet equity goals



Same-day eligibility decisions help constituents take leave and return to work faster



Portability ensures access to PFML through job and life changes



Assure solvency of PFML program funds with the right technology and administrative support

Tata Consultancy Services (TCS) U.S. Public Services

Change starts here. At TCS, we believe public sector change starts with the way change is delivered. The ambition and desire of governments across the U.S. to transform how they deliver services have never been greater. As the rate of change accelerates, TCS is committed to helping governments achieve success by improving the ability to serve people. TCS helps governments transform their ability to respond rapidly to ever-evolving technology and constituent expectations, enabling consumer-grade digital experiences and a future-ready workforce. Change begins with understanding your needs and a long-term commitment to your success, because people deserve government that is there when they need it, the way they need it. For more information, visit on.tcs.com/forever-modern.

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