



The Urgency of Paid Family and Medical Leave for All

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For 46 Years: Fighting and Winning for Women and Families

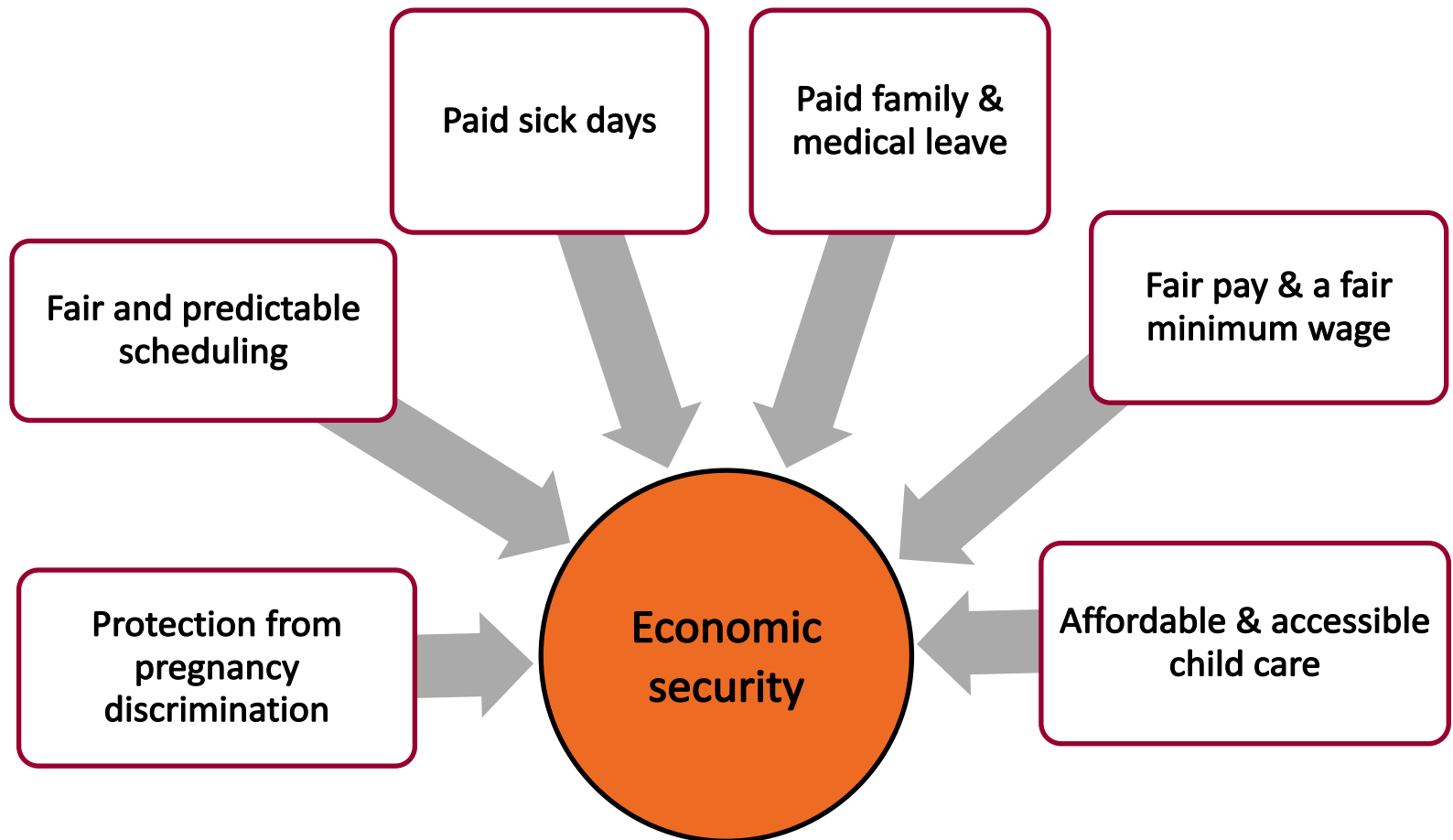
The National Partnership for Women & Families is a nonprofit, nonpartisan 501c(3) advocacy group dedicated to promoting workplace policies that meet the needs of the modern workforce and access to quality health care – including maternity care and a full range of reproductive health care.

NationalPartnership.org



President Bill Clinton and National Partnership senior advisor, Judy Lichtman, at the signing of the FMLA, 1993.

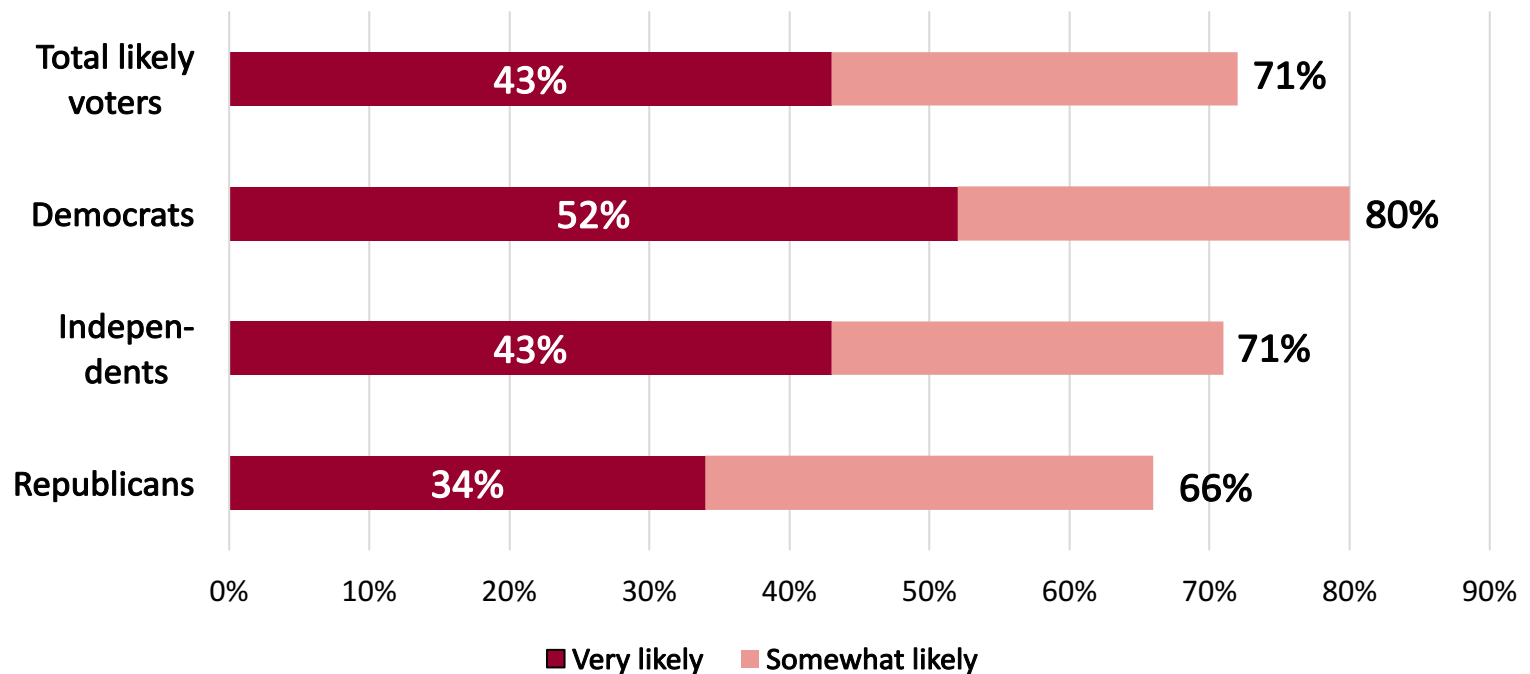
For Workers and Families to Succeed, **We Need...**



Financial risk: Serious family and medical issues

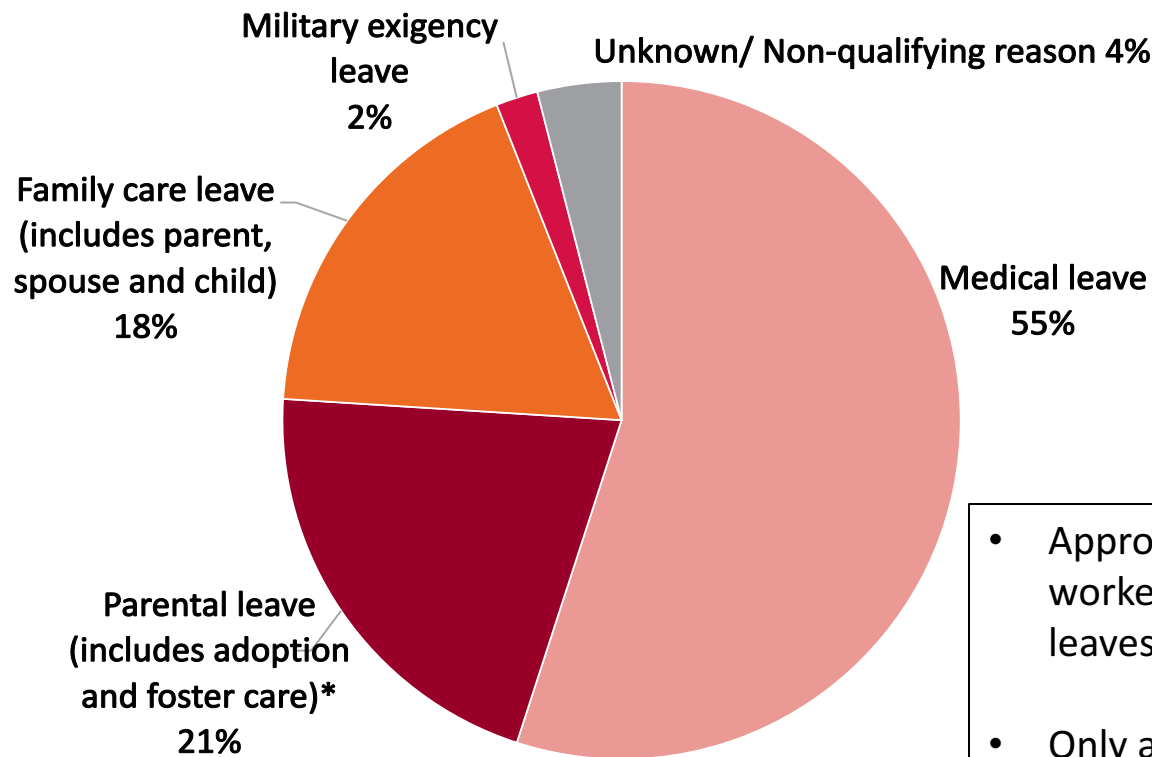


Voters say they would likely face significant financial hardship if they had a serious illness, had a new child or had to care for a parent, spouse or child with a serious illness.



Source: Lake Research Partners/Tarrance Group (2016).

FMLA: Job-Protected, Unpaid Leave for Parental Leave, Family Care Leave, Personal Medical Leave



- Approximately 20 million workers take FMLA-type leaves each year.
- Only about 60 percent of the workforce is covered by the FMLA itself.

Source: Abt Associates (2013)

U.S. “Boss” Lottery: Paid Leave Haves & Have Nots

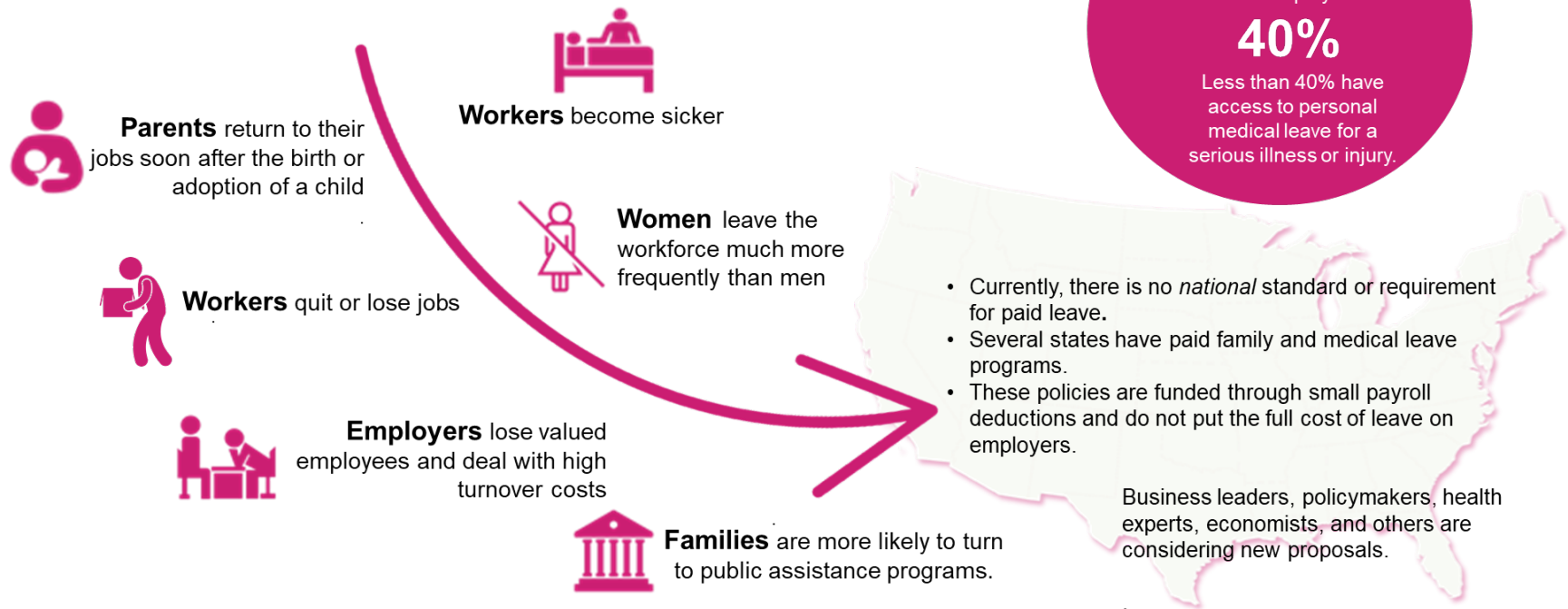


- ▶ Workers’ access to paid leave is too rare:
 - ▶ **15 percent:** Have paid family leave
 - ▶ **39 percent:** Have personal medical leave through an employer-provided disability program
- ▶ Lower-wage workers are much less likely to have access – and the gap has widened.
- ▶ Black and Latino workers are less likely than white workers to have paid leave or to be able to afford unpaid leave.
- ▶ Even within companies, some workers have generous benefits and others do not; primary vs. secondary caregiver leave.

Source: Bureau Labor of Statistics (2016), Abt. Associates (2013); PL+US (2017).

Consequences: Options for a Worker Who Needs Time to Care

- Nearly 25 years ago, Congress passed the Family and Medical Leave Act (FMLA).
- The FMLA only provides *unpaid*, job protected family & medical leave and covers only about 60 percent of the workforce.
- Many people cannot afford to take unpaid leave -- and millions more do not have FMLA protection.
- Without access to paid leave, the following happens...



Impetus for Change: Widespread Benefits



▶ Economic Security

- ▶ Women who take maternity leave are more likely to be working and to earn higher wages over time
- ▶ Older worker income and retirement savings ~ \$300K+more secure
- ▶ Would cut by nearly 75 percent the share of families who fall into poverty after taking the unpaid leave provided by the federal Family and Medical Leave Act.

▶ Health

- ▶ Reduced maternal depression, improved newborn health, increased parental engagement
- ▶ Reduced hospital readmissions for ill family members
- ▶ Quicker return to work for serious personal health issues

Impetus for Change: Widespread Benefits



▶ Employers

- ▶ Higher retention means reduced costs (losing a worker costs 21% of salary, on average)
- ▶ Improved morale and productivity
- ▶ Small businesses can't compete with larger ones.
- ▶ Evidence from states with paid leave show benefits far outweigh challenges.

▶ Taxpayers

- ▶ Decreased use in public assistance ~ new parents 40% less likely to use food stamps or public assistance, and report receiving lower dollar amounts.
Where public paid family and medical leave policies exist, differences are even more dramatic (~50-60% less likely to use food stamps or public assistance).
- ▶ Stronger tax base because of higher labor force participation, higher wages

Progress: States Lead the Way on Paid Leave



- ▶ Three states (CA, NJ, RI) with paid family leave insurance programs in place.
- ▶ Two states (NY, Washington state) and DC to implement soon.
- ▶ 31 states with bills in most recent state sessions.
- ▶ Municipalities adopting laws for public employees – access for state/local public employees has skyrocketed from 16 percent in 2016 to 25 percent in 2017!

National Paid Family and Medical Leave: Key Principles

- ▶ National in scope
- ▶ Covers all workers
- ▶ Meaningful duration and benefits
- ▶ Portable
- ▶ Inclusive of all serious needs
- ▶ Funded sustainably and responsibly
- ▶ Provides employment protections



Family And Medical Insurance Leave (FAMILY) Act (H.R.947/S.337)



- ▶ **Reintroduced:** February 7, 2017
 - ▶ More than 350 organizations have publicly supported the FAMILY Act.
 - ▶ Business supporters
 - ▶ More than 200 business professors

- ▶ **Lead sponsors:** Sen. Gillibrand (D-N.Y.) and Rep. DeLauro (D-Conn.)
 - ▶ 29 Senate, 141 House supporters

- ▶ **Committees of jurisdiction:** Senate Finance and House Ways & Means



Family And Medical Insurance Leave (FAMILY) Act Reflects Key Principles



- ▶ Applies to all working people, regardless of job, employer, state of residence
- ▶ 12 weeks of paid leave annually
 - ▶ For birth/adoption, to care for a loved one, including aging parents, to address own serious health condition, and for certain military caregiving purposes.
- ▶ 2/3 wage replacement up to a cap
- ▶ Financed by minimal employee/employer contributions, similar to state programs
- ▶ Employers always have flexibility to do better

Defining Family Care in the FAMILY Act



- ▶ All state laws and the FAMILY Act include parent, child, spouse, domestic partner.
- ▶ In the FAMILY Act, “spouse” includes the individual’s domestic partner, and “son or daughter” includes a son or daughter of an individual’s domestic partner.
 - ▶ **Domestic Partner:** An individual in a “committed relationship.”
 - ▶ **Committed Relationship:** A relationship between any two individuals, age 18 or older, who are each other’s sole domestic partners and who share responsibility for a significant measure of each other’s common welfare. This includes, but is not limited to, same-sex partners whose marriages, civil unions, or analogous relationships are granted recognition by a state or political subdivision.
- ▶ Further expansions of “family” would come through FMLA expansion (i.e., the Durbin/Maloney FMLA Inclusion Act).
 - ▶ Precedent in a dozen state FMLAs and four of five state paid leave laws have expanded definitions of family.

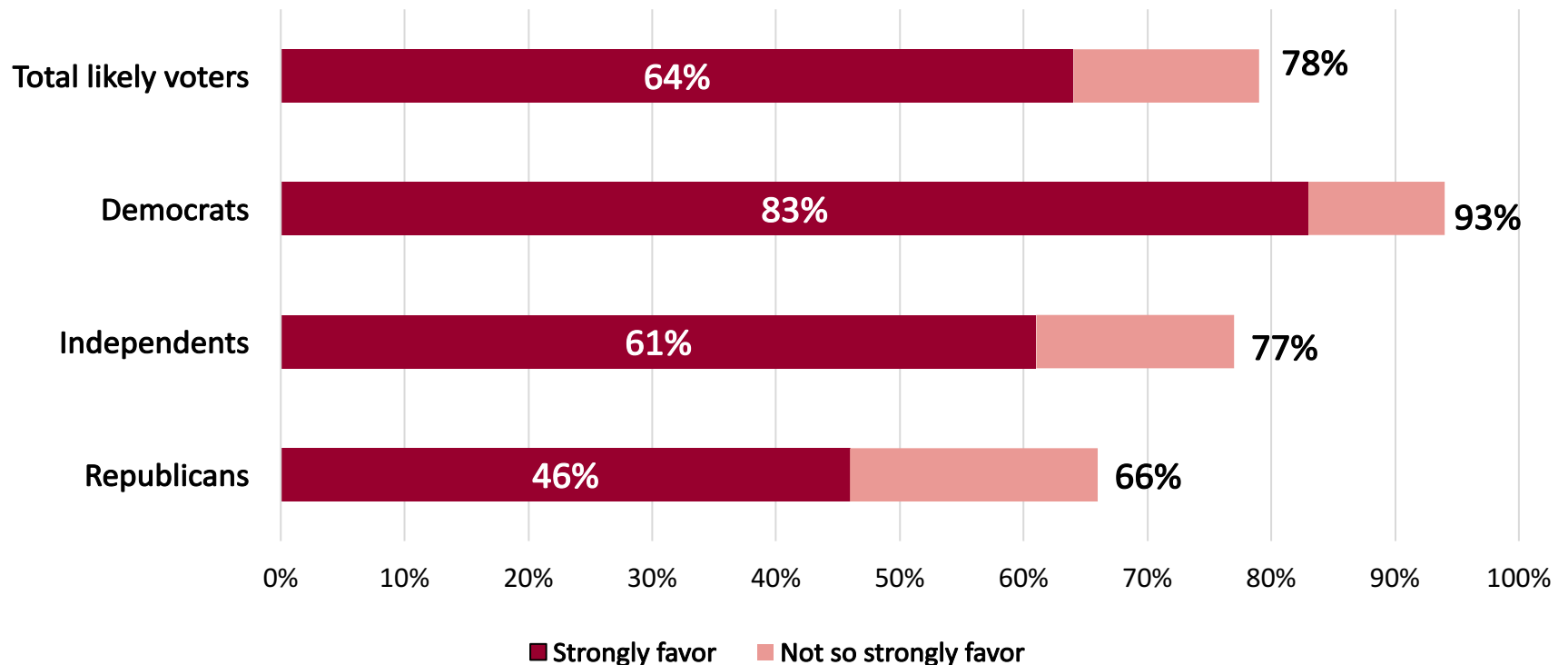
Business Support for the FAMILY Act



Nov. 2016 Poll: Overwhelming Voter Support



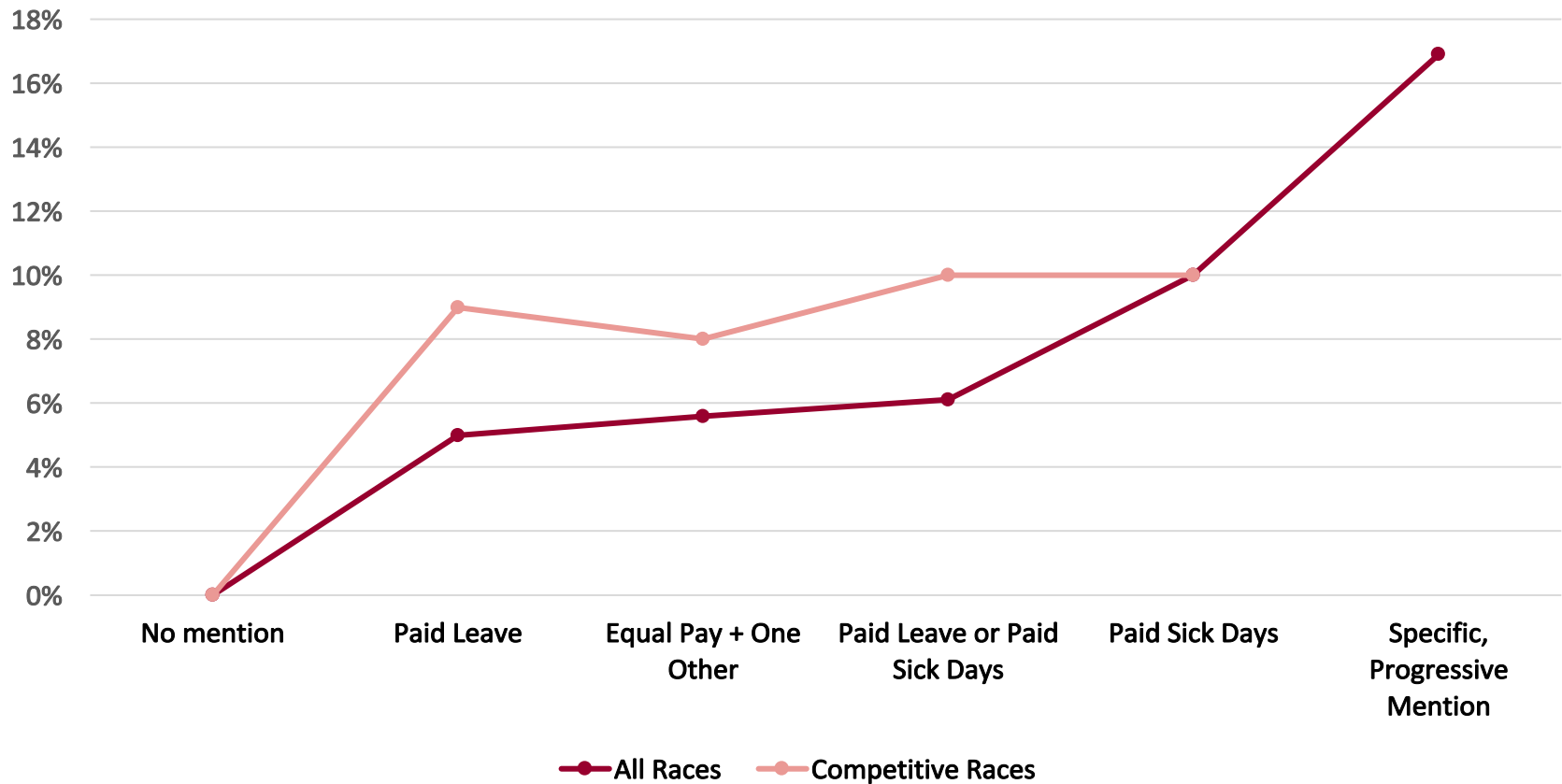
Support for a Comprehensive, 12-Week National Paid Family and Medical Leave Fund



2016 Election Analysis: Support Increases Probability of Winning



Increase in Probability of Winning by Issue Mention



Words that Work: Show Universality of Need, Consequences



At some point, nearly **everyone** will need to take time away from work to deal with a serious personal or family illness, or to care for a new child. Our nation's public policies are **failing to meet the needs of workers and their families**.

Laws providing paid family and medical leave allow workers to **meet their health and family needs with out jeopardizing their economic security**.

Frame as the solution to a **business problem**.

Key Concepts Voters Like:

- ✓ Available to all vs. means-tested
- ✓ National vs. state
- ✓ Adequate benefits
- ✓ Shared funding vs. general revenues

Growing Risk: Paid Leave that Leaves People Behind



Would do more harm than good:

- ▶ Trump budget proposal, other parental only plans
- ▶ Employer tax credits
- ▶ Go-fund-me savings accounts
- ▶ Targeted, means-tested benefits

#PaidLeaveChecklist

<input checked="" type="checkbox"/> Affordable	Cost-effective for workers, employers and the government
<input checked="" type="checkbox"/> Inclusive	Accessible to all working people and reflects a modern definition of "family"
<input checked="" type="checkbox"/> Substantial	Includes 12 weeks of leave or more
<input checked="" type="checkbox"/> Comprehensive	Covers equally the full range of personal medical and family caregiving needs
<input checked="" type="checkbox"/> Secure	No fear of retaliation or adverse consequences for taking leave

A robust national paid leave program must check all the boxes!
Learn more: [SupportPaidLeave.org](https://supportpaidleave.org)

Opportunities to Engage: Advocacy & Education

- ▶ **Contact lawmakers**
 - ▶ Join coalition lobby days
 - ▶ Send a letter to member(s) of Congress.
 - ▶ **Make calls** to those members to express why these issues matter to them and the people they serve.
 - ▶ **Activate community members** to make calls and send emails.
- ▶ **Focus on need from your vantage point or expertise**

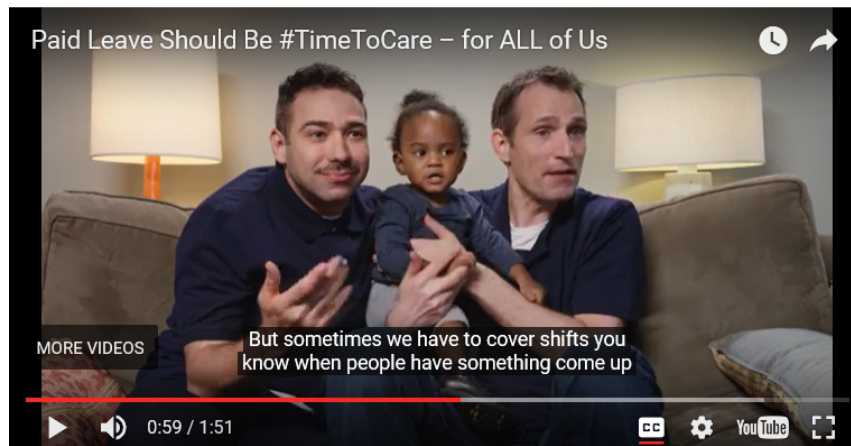


Dr. Gail Wagner practiced hematology / oncology for 26 years in the Permanente Medical Group of Northern California. She has recently retired and is devoting much of her time to a health care project she founded in rural Kenya.

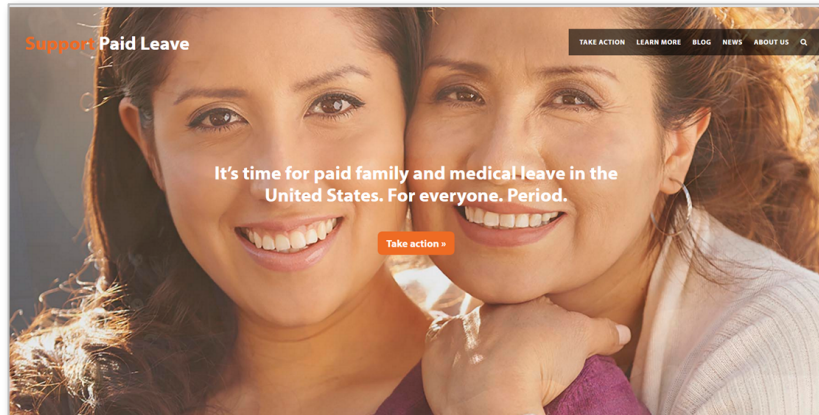
Opportunities to Engage: Public Education



- ▶ **Connect with Community and Peer Education Leaders:** Town halls, listening sessions, and house parties.
- ▶ **Get the Word Out:** Tabling about paid family and medical leave
- ▶ **Share and Make New PSAs:** SupportPaidLeave.org/TimeToCare; NationalPartnership.org/SupportPaidLeave

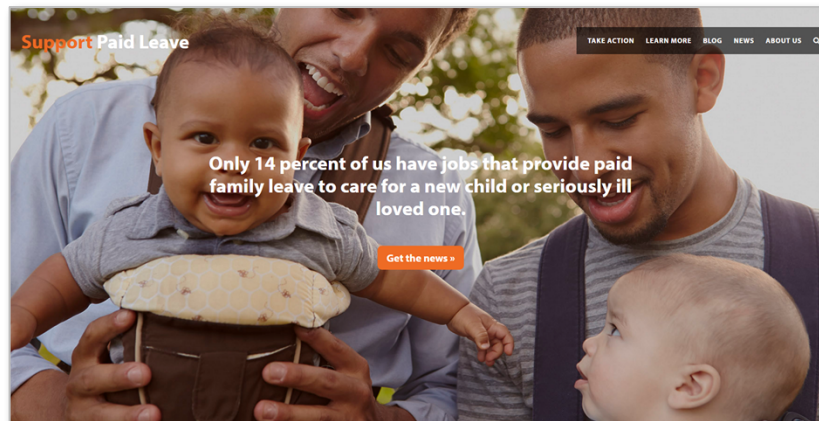


Resources: Coalition Website



SupportPaidLeave.org

- ▶ Coalition website
- ▶ One-stop-shop for paid family and medical leave advocacy
- ▶ Dedicated blog for partners with a Medium account

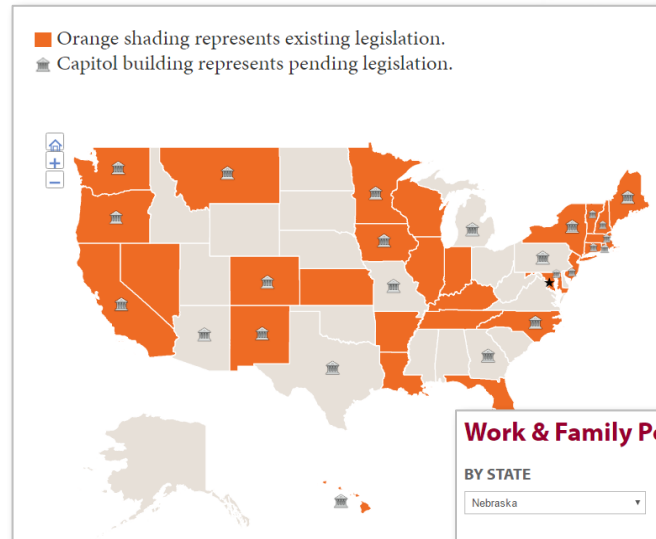


Resources: State Policy and Demographics



Family Friendly America Map

- ▶ Working families by the numbers
- ▶ Existing statutes and pending legislation



NationalPartnership.org/FFA

Work Family Policy Database

- ▶ Catalogue of pending bills and established statutes

NationalPartnership.org/WFDB

Work & Family Policy Database

BY STATE

Nebraska ▼

BY ISSUE

Any ▼

BY YEAR

2017 ▼

BY STATUS

Any ▼

Filter

Legislation in Nebraska active during 2017

Bills

PAID FAMILY AND MEDICAL LEAVE

Nebraska | Sponsor: Crawford | Latest Action: Committee hearing held 02/06/17

Statutes

EQUAL PAY

Nebraska

REASONABLE ACCOMMODATIONS FOR PREGNANT WORKERS

Nebraska

For More Information



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