

# Paid Family & Medical Leave:

An Overview of International, National, and  
State Trends

# Family & Medical Leave



Time for personal medical needs



Time for bonding



Time for caregiving



FAMILY

MEDICAL

LEAVE

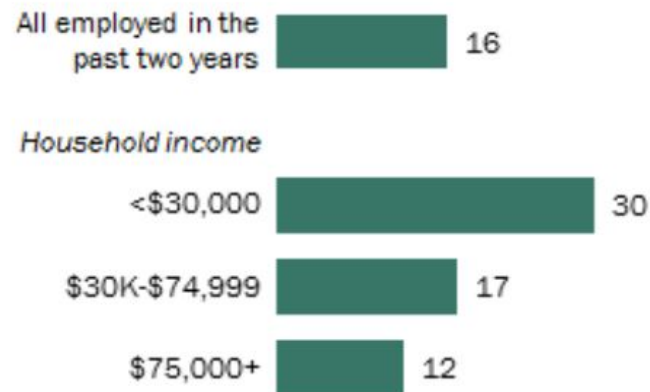
ACT

12 weeks of unpaid, job protected leave

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## Three-in-ten lower-income workers say they weren't able to take leave when they needed or wanted to

*% saying there was a time in the past two years when they needed or wanted to take time off from work for parental, family or medical reasons but were not able to*



Source: Survey of U.S. adults conducted Nov. 17-Dec. 1, 2016.

PEW RESEARCH CENTER

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Pew Research Center

2016

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## About four-in-ten lower-income workers who weren't able to take leave say employer denied request for time off

*% saying each was a reason why they didn't take time off from work in the past two years when they needed or wanted to for parental, family or medical reasons*

### Could not afford to lose wages or salary

Household income



### Thought they might risk losing their job



### Felt badly about co-workers taking on additional work



### Thought taking time off might hurt chances for advancement



### Felt no one else was capable of doing their job



### Employer denied request for time off



Source: Survey of U.S. adults who took or needed/wanted to take leave conducted Nov. 17-Dec. 14, 2016.

PEW RESEARCH CENTER

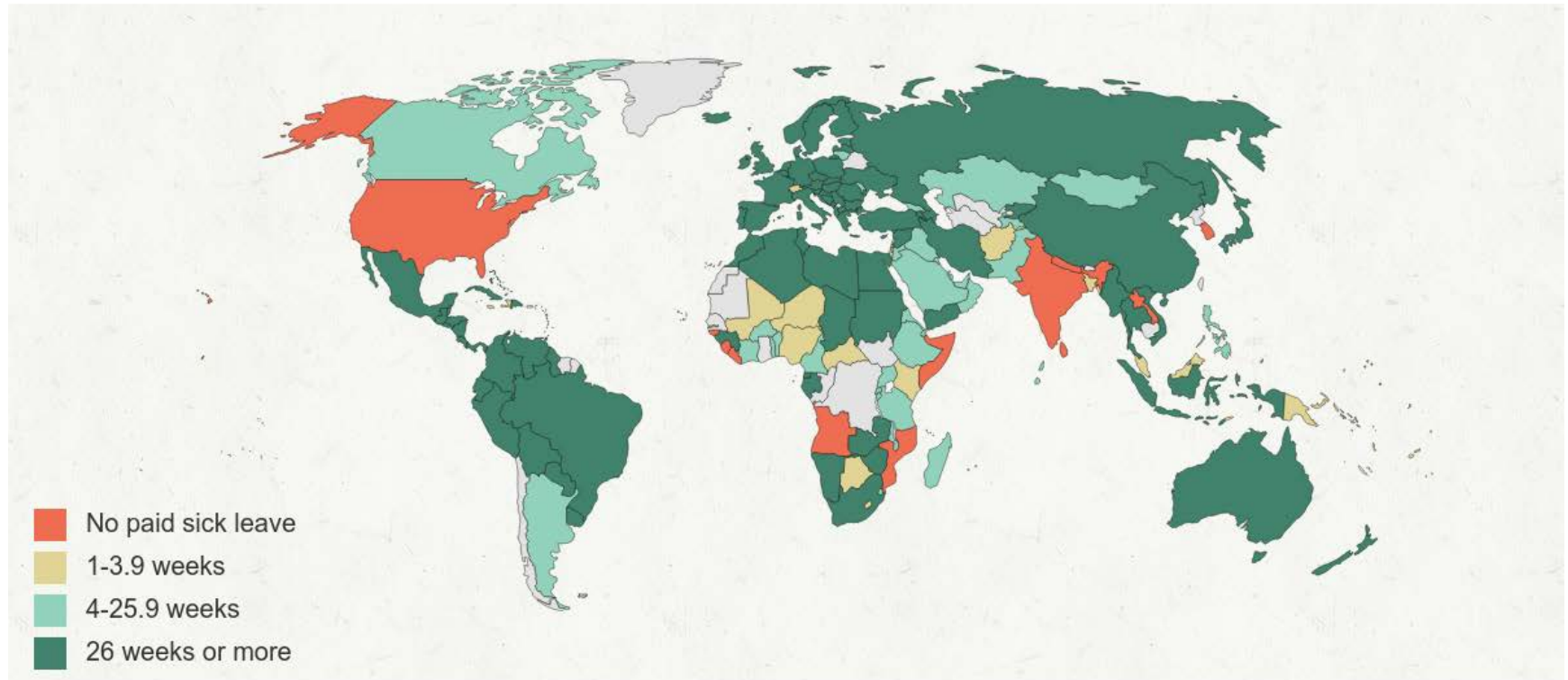
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# Personal medical leave



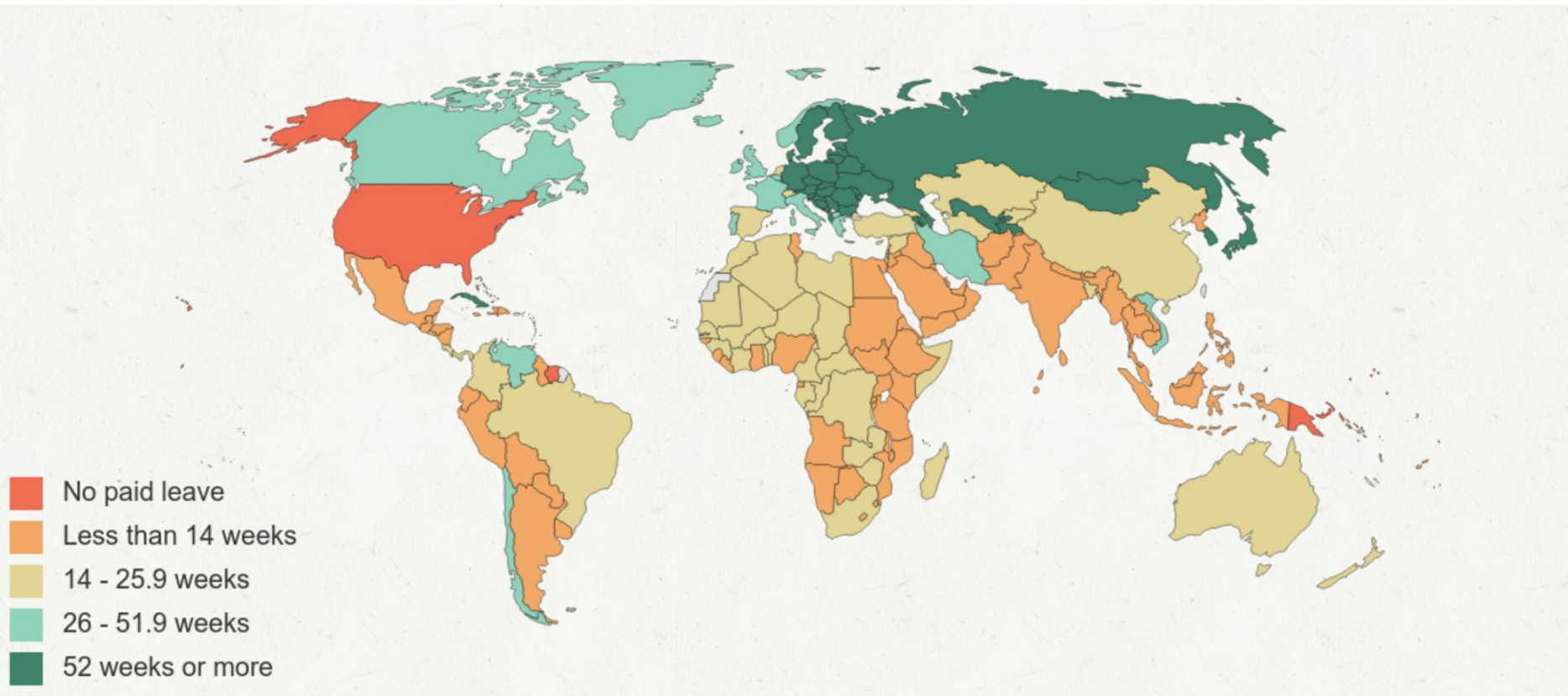
For how long are workers guaranteed paid sick leave?



# Bonding Leave



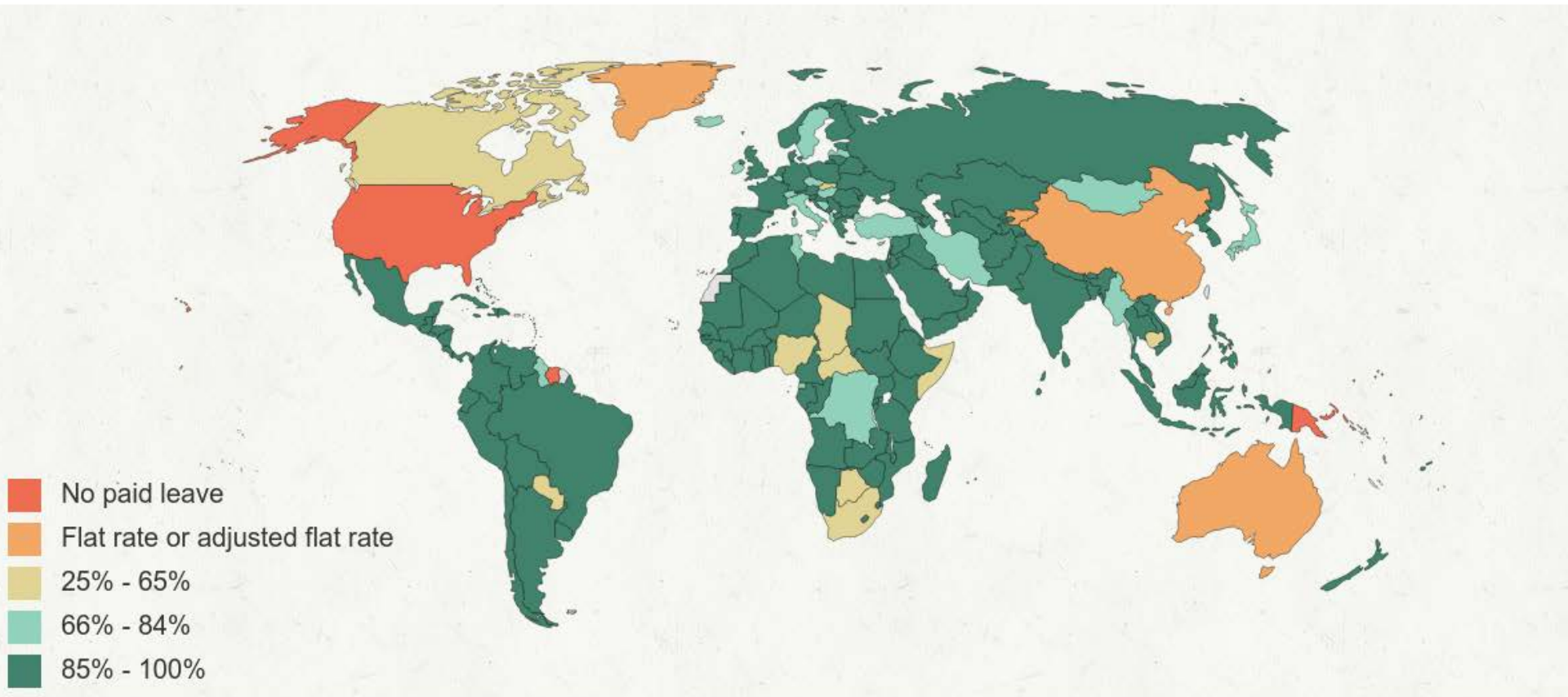
Is paid leave available for mothers of infants?



# Bonding Leave



What is the maximum wage replacement rate of paid leave for mothers?

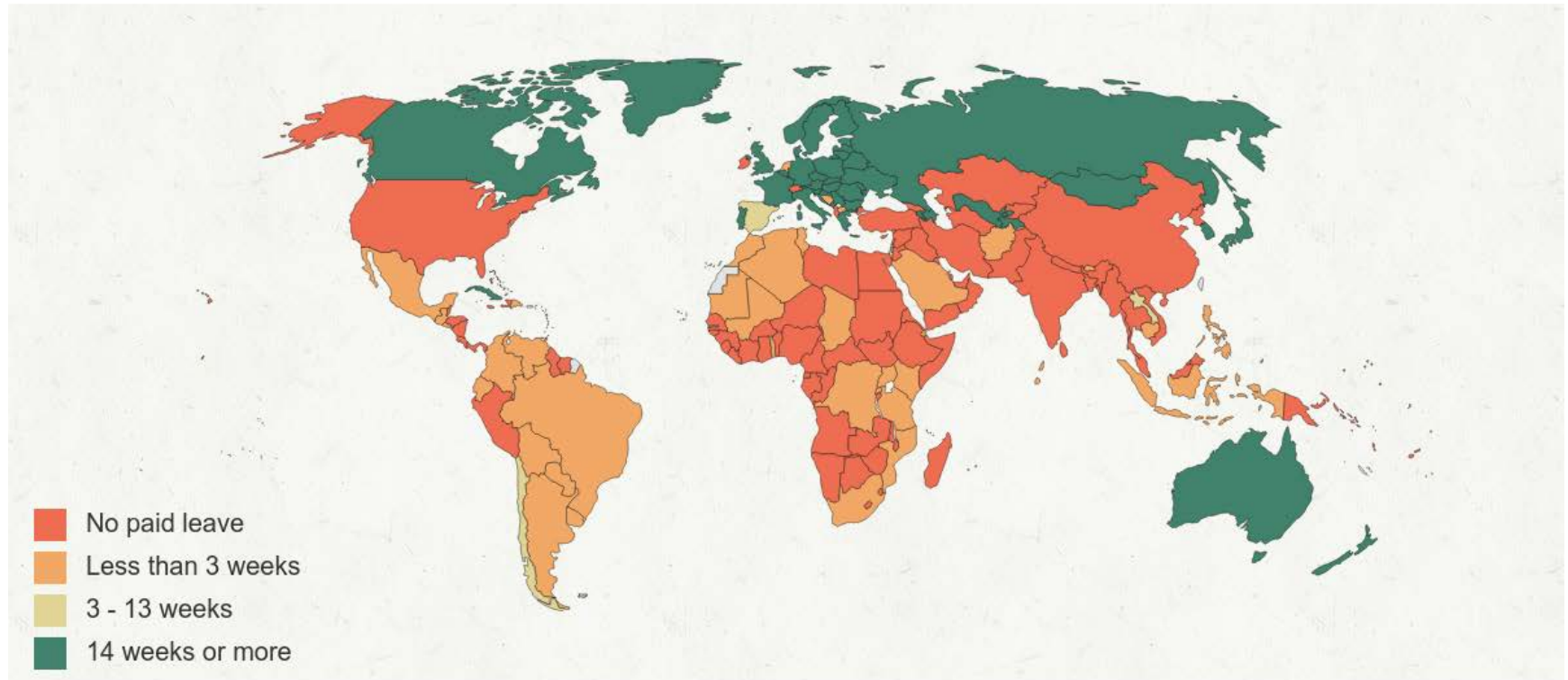




# Bonding Leave



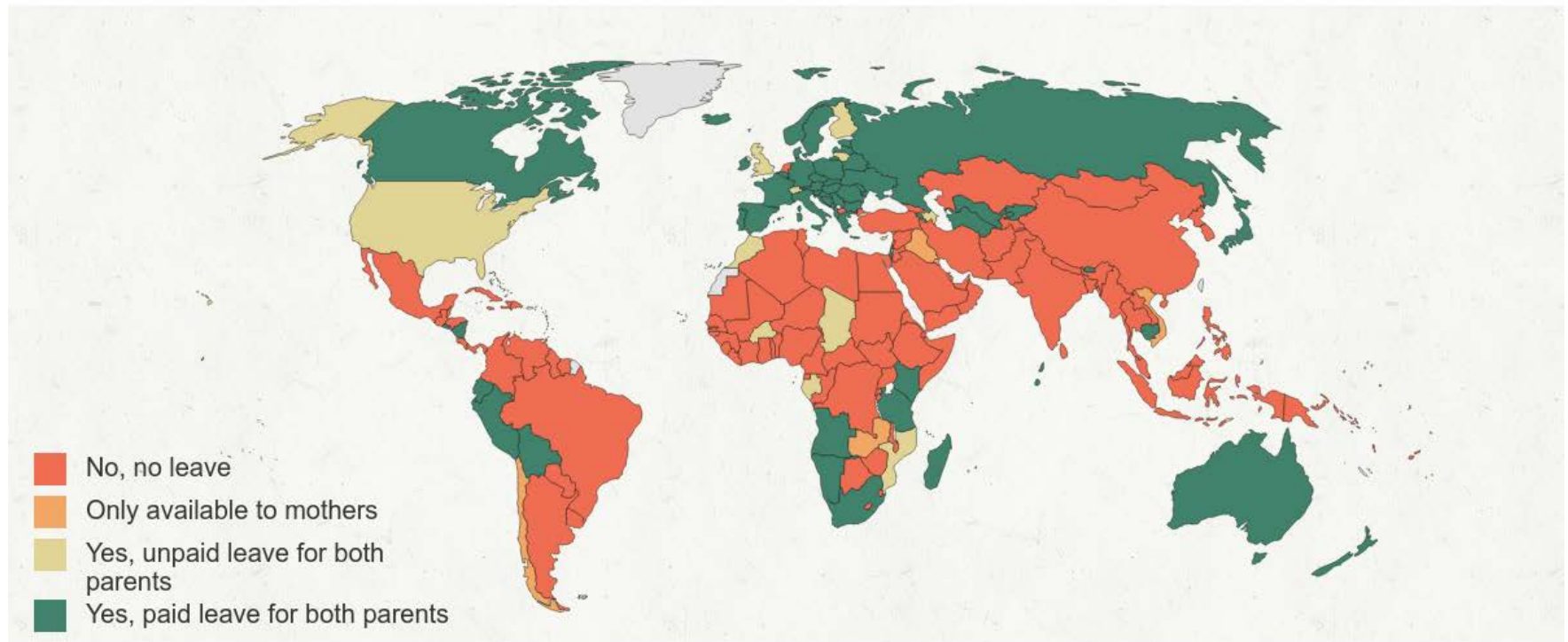
Is paid leave available for fathers of infants?



# Caregiver – Children’s Health



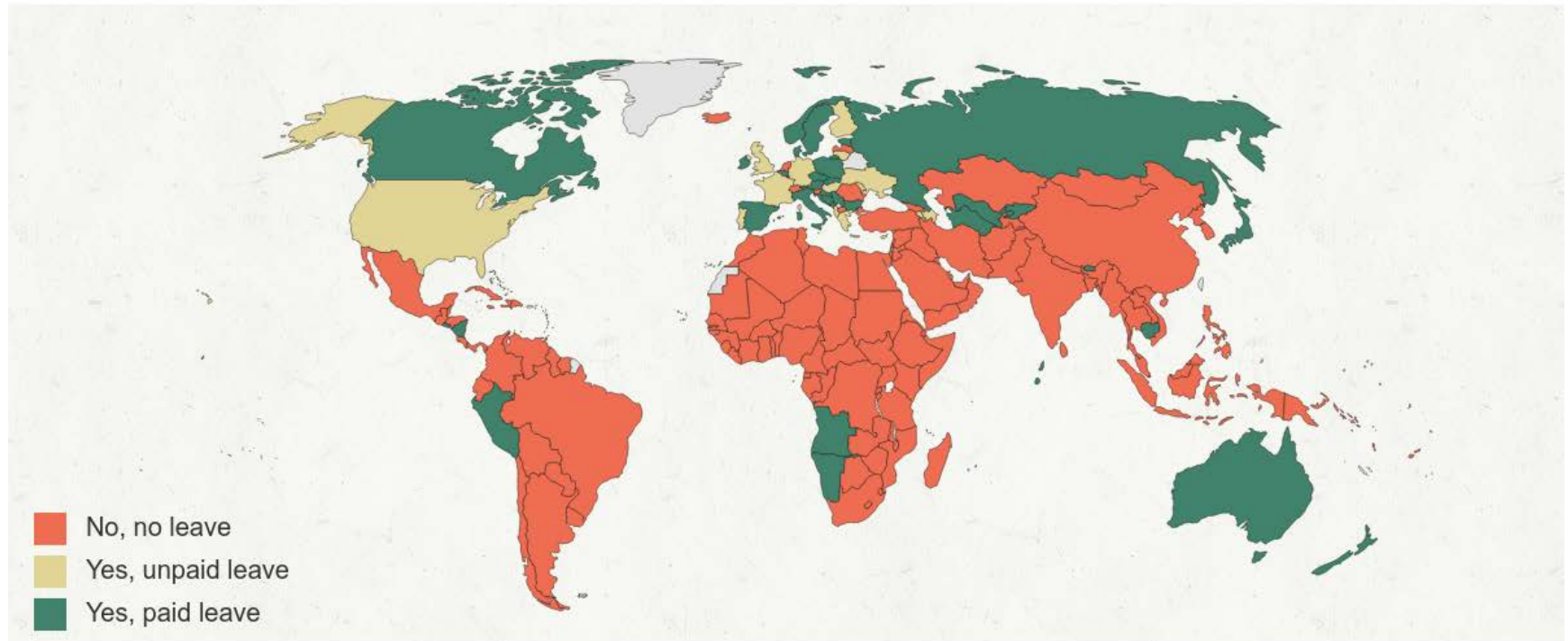
Are working women and men guaranteed leave specifically for children's health needs?



# Caregiver – Adult Health



Are working women and men guaranteed leave to care for their elderly parents' health needs?



# State Laws

## California – Family and Medical Leave

- Centralized, employee-funded (.9%, combined w family leave in 2004)

## Hawaii – Medical Leave (TDI)

- Marketplace, mixed funding

## New Jersey – Family and Medical Leave

- Centralized, mixed funding (employee up to \$65.20, employer from .1 to .75 percent on first \$32600)

## Rhode Island – Family and Medical Leave

- Centralized, employee funding (1.2% of first \$66,300; combined w family leave)

## New York State – Family\* and Medical Leave

- Marketplace, mixed funding (family leave coming online in 2018)

## Washington D.C. – Family and Medical Leave\*

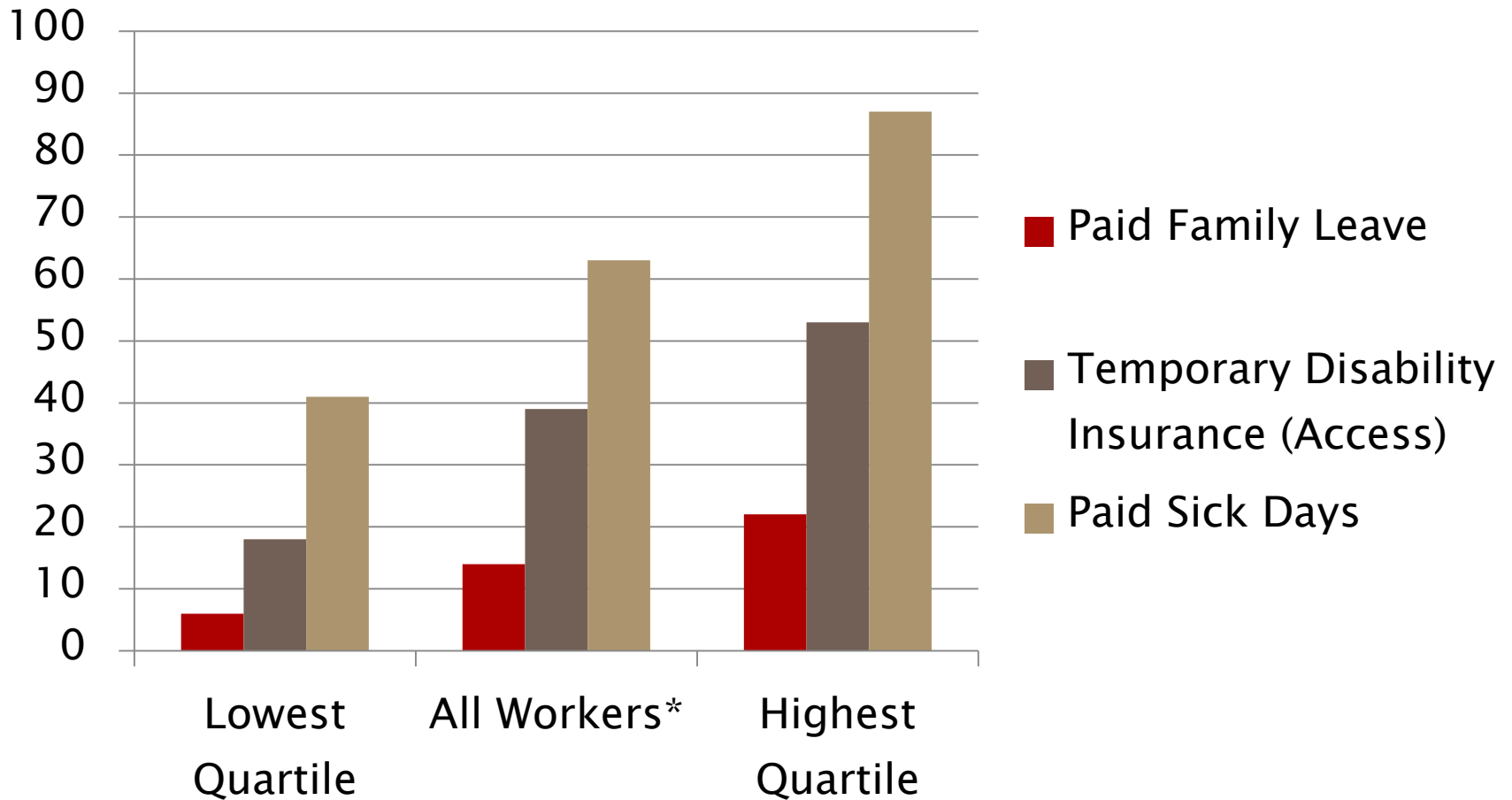
- Centralized, employer-funded (.62% of wages, combined w family leave)

Tax Credits	Study/Proposals	Family Only	Paid Family & Medical Leave Programs
Arkansas	Indiana	Hawaii	Colorado
Connecticut	New Mexico	Minnesota	Connecticut
Nevada	Virginia		Georgia
Oregon			Illinois
			Maine
			Massachusetts
			Mississippi
			Montana
			Nebraska
			New Hampshire*
			Vermont
			Washington

## 2017 State Legislative Proposals



# Employer-provided paid leave



Bureau of Labor Statistics, 2016

# Indiana



INDIANA UNIVERSITY



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### ADMINISTRATION

## Indiana University to provide paid parental leave for staff

FOR IMMEDIATE RELEASE

April 14, 2017



RICHMOND, Ind. -- Indiana University President Michael A. McRobbie has announced that IU will begin offering fully paid parental leave for all staff employees of the university.

The new program, endorsed today by IU's Board of Trustees at its April meeting on the IU East campus, will go into effect July 1 and provide up to six weeks of paid leave for parents after a birth or adoption. The leave will be available to both mothers and fathers whose child is born or adopted on or after July 1, regardless of their marital or relationship status.

"This major new policy underscores the



Effective July 1, IU will begin offering fully paid parental leave for all staff employees of the

# So Many Questions

