



Paid Family Leave Policy:

Context and Options for Cities



Economic Opportunity Institute

Presented to Seattle City Council Gender Equity,
Safe Communities & New Americans Committee

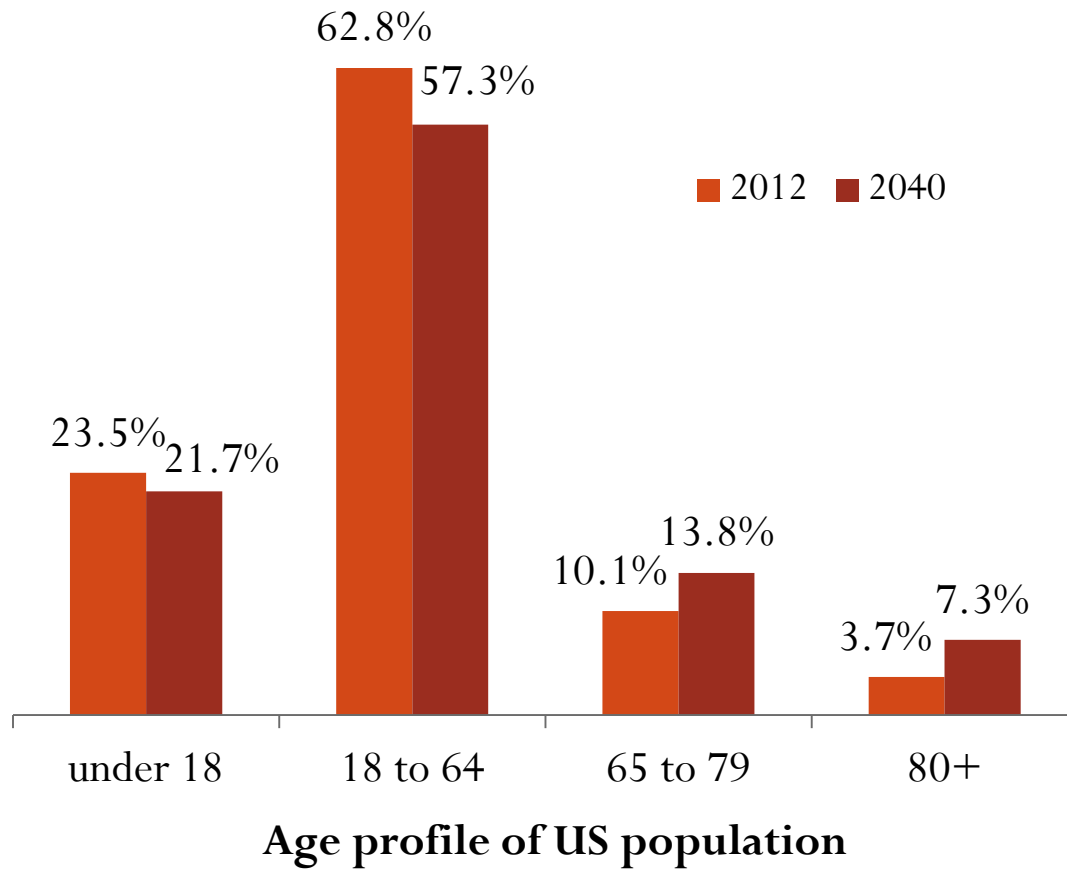
by Marilyn P. Watkins, Ph.D.
April 27, 2016

Why paid parental leave?

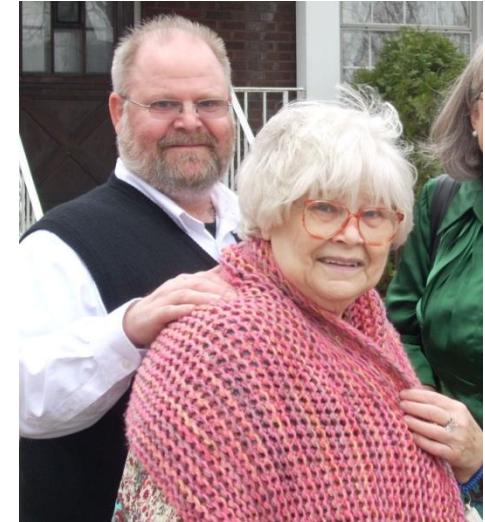
- Healthier babies → healthier adults
- Healthier moms, more involved dads
- Family economic security
- Gender equity
- Lasting social benefits



Why paid family leave?



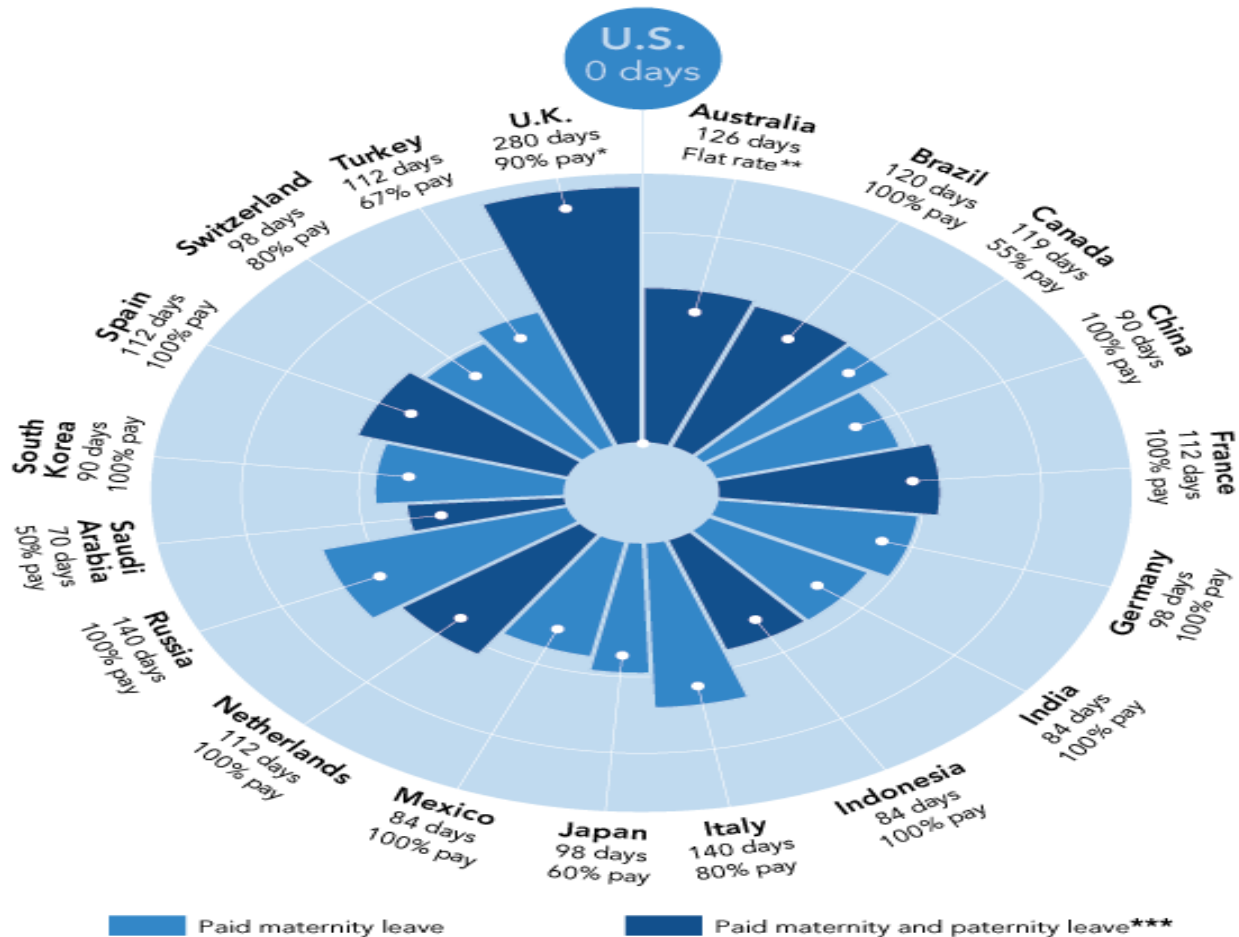
Source: US Census Bureau



- 14% of US adults provide unpaid care for someone over age 50*
- 6 in 10 unpaid caregivers are also employed*

*Source: National Alliance for Caregiving, *Caregiving in the U.S.* 2015

U.S. Context – International outlier



*for six weeks, flat rate after **at the federal minimum wage
 ***Length of leave and rate of pay apply to maternity leave policies;
 paternity leave policies are paid but may differ

Source: International Labour Organization

THE HUFFINGTON POST

FMLA covers fewer than 60% of workers with:

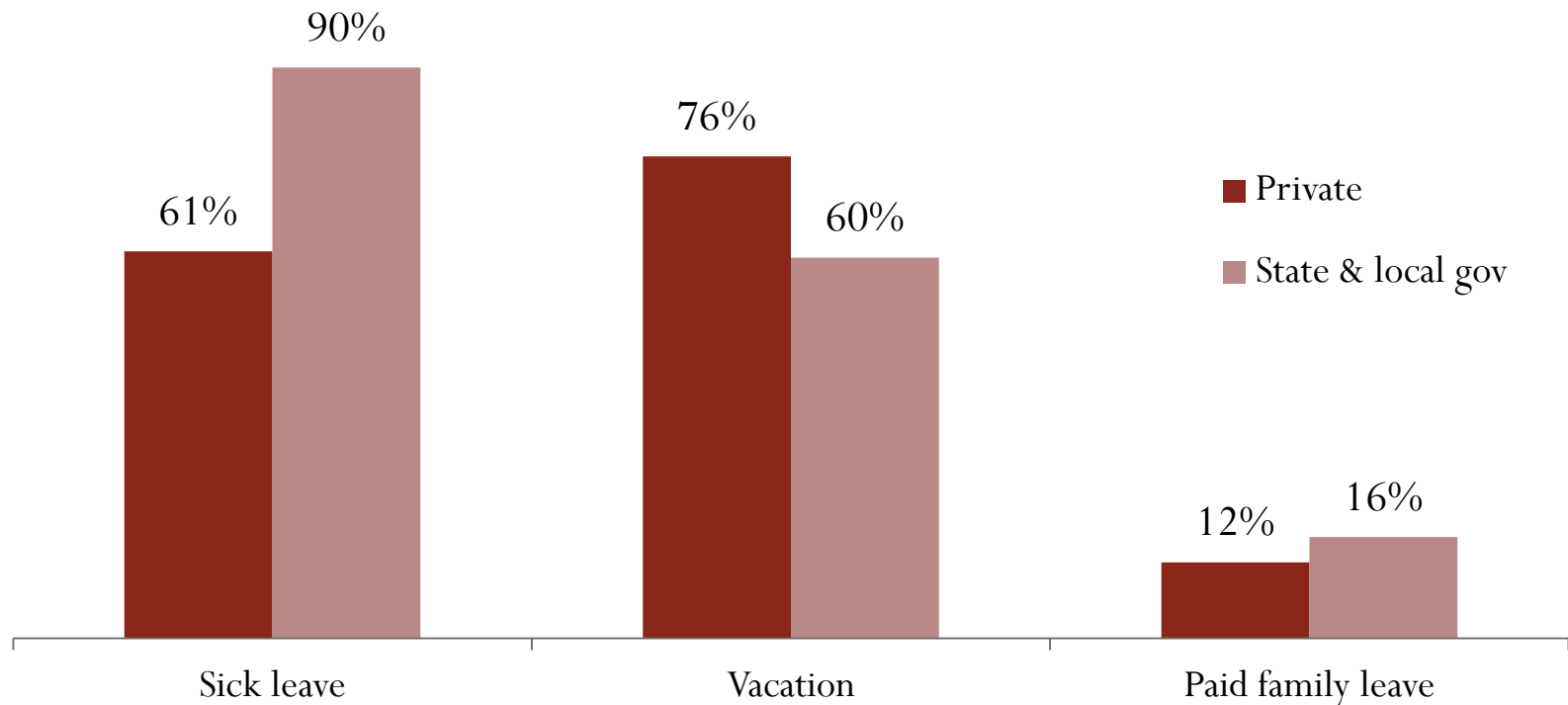
- 12 weeks job-protected, unpaid leave – for new child, serious health condition of worker or close family member.

only:

- If public employer or private with 50+ workers
- After 12 months with employer, 1250 hrs worked in past year

Most paid leave is “voluntary” (for employer)

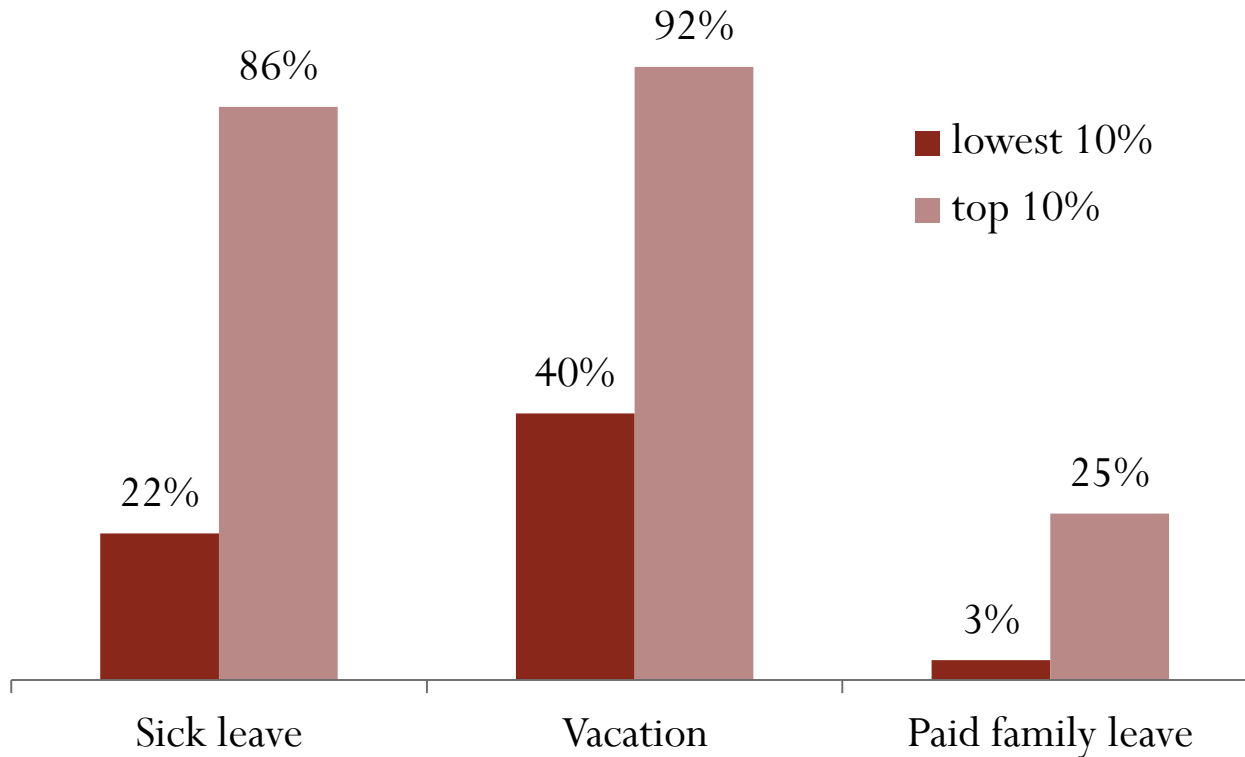
Access to Paid Leave U.S. Private & Public Sector, 2015



Source: U.S. Bureau of Labor Statistics, National Compensation Survey 2015

Access to paid leave is inequitable

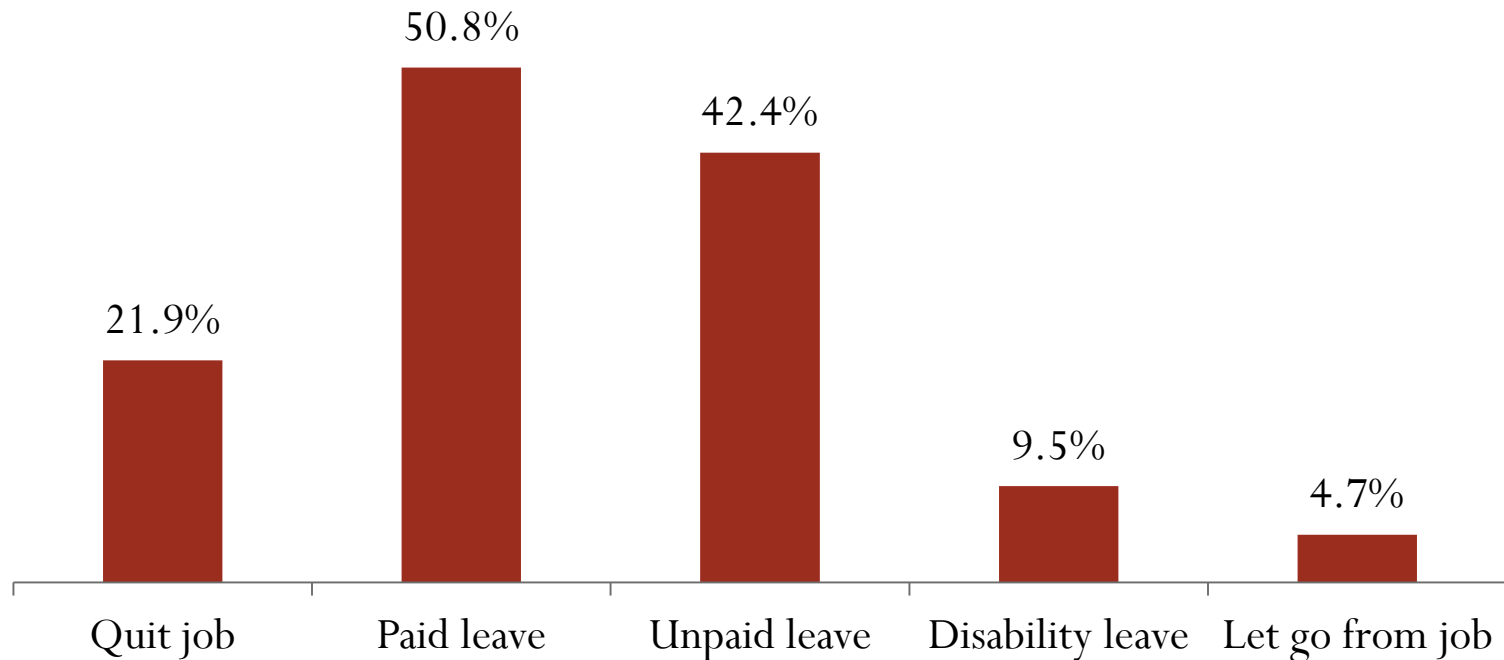
Access to Paid Leave by Income U.S. Private Sector Workers, 2015



Source: U.S. Bureau of Labor Statistics, National Compensation Survey 2015

Only 1 in 4 women get fully paid maternity leave

Maternity Leave Arrangements for First-Time U.S. Mothers, 2006-2008

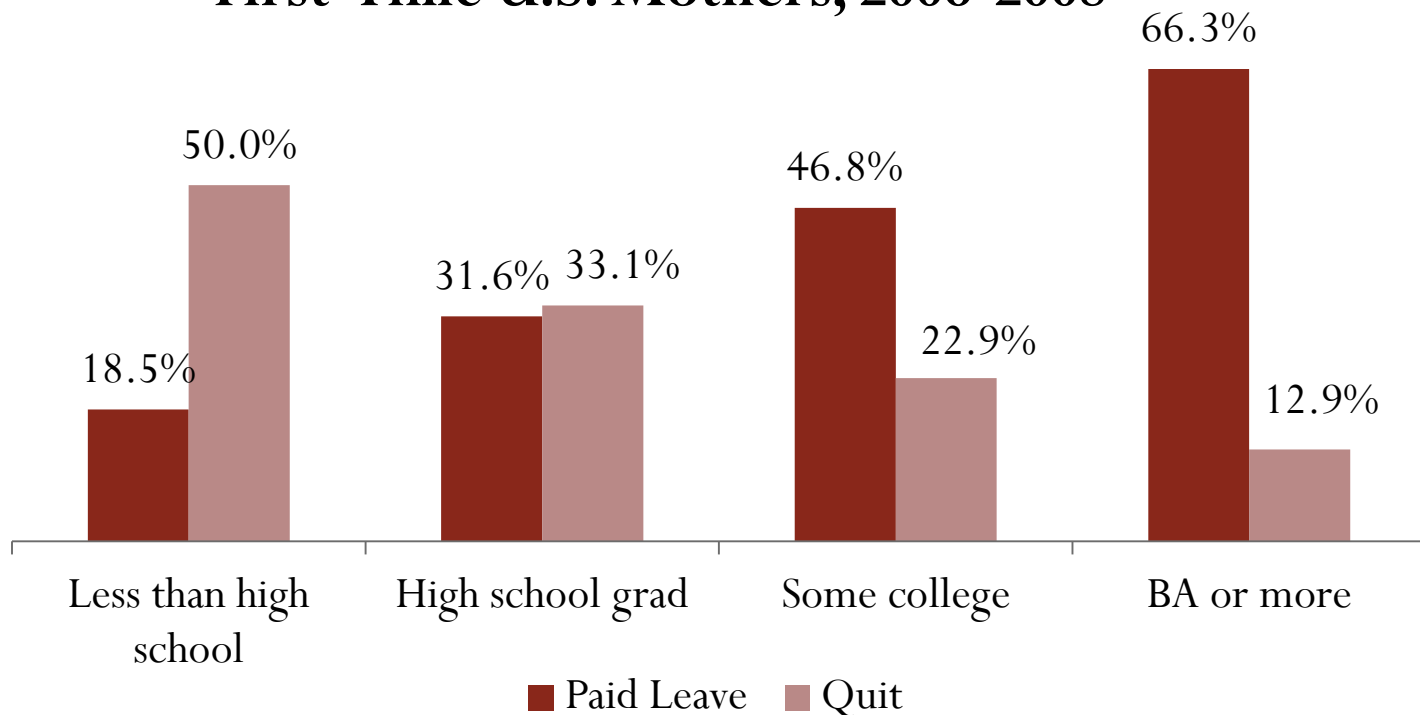


Paid leave = maternity, sick, vacation, other paid leave

Source: U.S. Census Bureau, 2011

Access to pay for maternity leave also inequitable

Maternity Leave Arrangements for First-Time U.S. Mothers, 2006-2008



*Paid leave = maternity, sick, vacation, other paid leave
Source: U.S. Census Bureau, 2011*

Current policy exacerbates inequality

Microsoft follows Netflix in bolstering parental leave - Los Angeles Times, Aug. 5, 2015

Adobe is doubling its paid maternity leave - Business Insider, Aug. 10, 2015

Tech's Selfish Reasons for Offering More Parental Leave - Wired.com, Aug. 13, 2015

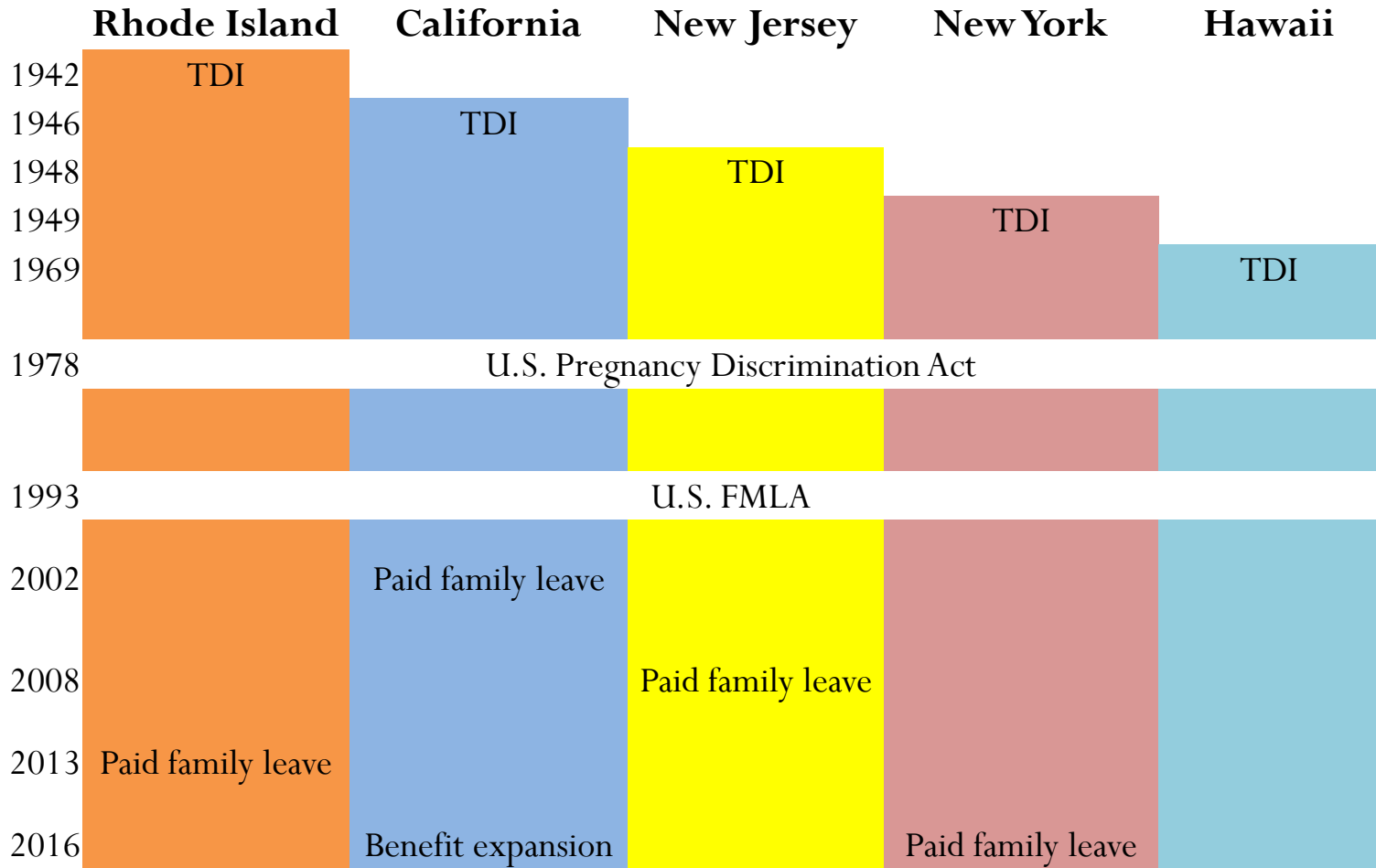
Amazon Extends Paid Parental Leave, Covering Dads For the First Time - Fortune, Nov. 2, 2015

Facebook Workers Just Got a Better Parental Leave Policy - Money, Dec. 3, 2015

Options for expanding access: State (or federal) social insurance

- Universal, portable, self-funded, low-cost
- Requires admin structure
- Must be broad enough for all workers to benefit

Timeline of paid family leave



TDI = Temporary Disability Insurance

Family leave insurance proposals 2016

District of Columbia	Connecticut	Massachusetts
<ul style="list-style-type: none">• Up to 12 weeks• To care for a new child, ill family member, or worker's serious health condition• Wage replacement 90% up to 2x min wage, then 50% to \$1,500/wk• Employers pay premiums for all DC-based employees	<ul style="list-style-type: none">• Up to 12 weeks• To care for a new child, ill family member, injured service member, or worker's serious health condition• Wage replacement 100% up to \$1,000/wk• Employees pay premiums	<ul style="list-style-type: none">• Up to 12 weeks for a new child or seriously ill family• Up to 26 weeks for the worker's serious health condition• Progressive benefits• Employers pay premiums

Washington



*Washington Work
and Family Coalition*

- 1989 Unpaid family leave law
- 2002 Family Care Act
- 2006 Washington FMLA
- 2007 Family & Medical Leave Insurance
(parental leave, unfunded, unimplemented)
- 2015 Expanded FMLI passed House Labor Committee, HB 1273
- 2016 US Dept of Labor grant research
- 2017 Pass fully funded universal FMLI?

Options for expanding access

What can cities do?

Parental leave city & county employees

< 6 weeks	6-8 weeks	12 weeks
Austin	Washington, DC	Atlanta
St Paul	St Petersburg, FL	San Francisco
Seattle	Pittsburgh	King Co, WA
Minneapolis	Alleghany Co	Ferndale, MI
Brooklyn Park, MN	Hopkinton, NH	
St Louis Park, MN	Boston	
Richfield, MN	Kansas City	
Boulder, CO	Dayton, OH	
Chicago	Cambridge, MA	
	Multnomah Co, OR	
	New York City	
	Portland, OR	
	Miami-Dade Co	

Paid sick days wins

- 2006 San Francisco
- 2008 Washington, DC
- 2011 Connecticut, Seattle
- 2013 Portland, New York City, Jersey City, SeaTac
- 2014 Newark, Irvington, E Orange, Passaic, Paterson, Montclair, Trenton, NJ; Eugene, Oakland, California, Massachusetts
- 2015 Tacoma, Philadelphia, Pittsburgh, Emeryville, Montgomery County MD; Bloomfield, Elizabeth, New Brunswick, NJ; Oregon
- 2016 Spokane, Santa Monica, Plainfield, NJ, Vermont, Los Angeles



San Francisco Paid Parental Leave Standard

- 1st in nation
- Requires employers to “top off” CA paid family leave benefit for new parents for up to 6 weeks
- For employers with 20+ workers, on job 180+ days

City-funded parental leave benefit?

- Pay city residents with new child equivalent of minimum wage for set number of weeks

Considerations:

- Maximize well-being of all young children
- Keep city affordable for diverse incomes
- Racial and social justice
- Minimize administration
- Complement future state program

Support passage of state FMLI

- Prioritize on state legislative agenda
- Encourage City and County associations to endorse
- Provide public information on importance of paid family and medical leave
- Participate in Work & Family Coalition events and activities

www.waworkandfamily.org

