



Paid Family Leave

Before the Seattle City Council Committee on Gender
Equity

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A Better Balance

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A BETTER BALANCE

We are a national legal advocacy non-profit, based in New York, that helps working people care for themselves and their families without risking their economic security. We are engaged in a range of strategies, including legal research, technical assistance, bill drafting, policy advocacy, outreach, and direct legal services.



MOMENTUM: PRIVATE SECTOR LEADERSHIP ON PARENTAL LEAVE

- Microsoft: up to 20 weeks, including 12 weeks of gender-neutral bonding leave
- Google and YouTube: up to 18 weeks (or 22 weeks if birth moms experience childbirth complications), includes 12 weeks of general-neutral parental leave
- Johnson & Johnson: up to 17 weeks, including 8 weeks gender-neutral parental leave
- Patagonia: up to 8 weeks of gender-neutral paid parental leave

MOMENTUM: A GROWING NUMBER OF MUNICIPALITIES PROVIDING PAID PARENTAL LEAVE FOR THEIR OWN WORKERS

- Pima County, AZ
- St. Petersburg, FL
- Kansas City, MO
- Missoula County, MT
- Atlanta, GA
- Minneapolis, MN
- Boston, MA
- New York City, NY
- Portland, OR
- Washington, D.C.
- Hennepin County, MN
- Ferndale, MI
- Dayton, OH
- *And many more!*

MOMENTUM: A MAJOR PAID FAMILY LEAVE VICTORY IN NEW YORK STATE

- A new standard: 12 weeks of job-protected leave for workers regardless of employer size
- Purposes:
 - parental leave (bonding)
 - family care (to care for a family member with a serious health condition)
 - certain military family purposes



PAID FAMILY LEAVE TO CARE FOR SERIOUSLY ILL FAMILY MEMBERS

(A Minority of All Leaves)

In states with paid family and medical leave insurance programs:

- California (2013-2014):
 - 75.32% own disability (including pregnancy-related), 21.72% parental bonding, **2.96% family caregiving**
- New Jersey (2014):
 - 74.33% own disability (including pregnancy-related), 21.18% parental bonding, **4.49% family caregiving**
- Rhode Island (2014):
 - 90.29% own disability (including pregnancy-related), 7.14% parental bonding, **2.57% family caregiving**

PAID FAMILY LEAVE AND BROAD FAMILY DEFINITIONS

- In Rhode Island, 97.7% of claims to care for a seriously ill family member in 2015 were used for parents, children, or spouses, while **only 2.3%**, were used to care for a domestic partner, parent-in-law, or grandparent. Legislation introduced to include siblings and grandchildren.
- In 2014, California expanded the definition of family for its paid family leave law to cover grandparents, grandchildren, siblings, and parents-in-law. In the first six months after the expansion went into effect, the new family member coverage accounted for **less than 1%** of all claims to care for a seriously ill family member.

PAID FAMILY LEAVE AND BROAD FAMILY DEFINITIONS

Washington D.C.

- Definition of Family in Washington D.C.'s Paid Family Leave Policy for District Employees:
 - "Family member" means: (A) A person to whom the employee is related by blood, legal custody, domestic partnership, or marriage; (B) A foster child; (C) A child who lives with the employee and for whom the employee permanently assumes and discharges parental responsibility; or (D) A person with whom the employee shares or has shared, within the last year, a mutual residence and with whom the employee maintains a committed relationship.

FOR MORE INFORMATION

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