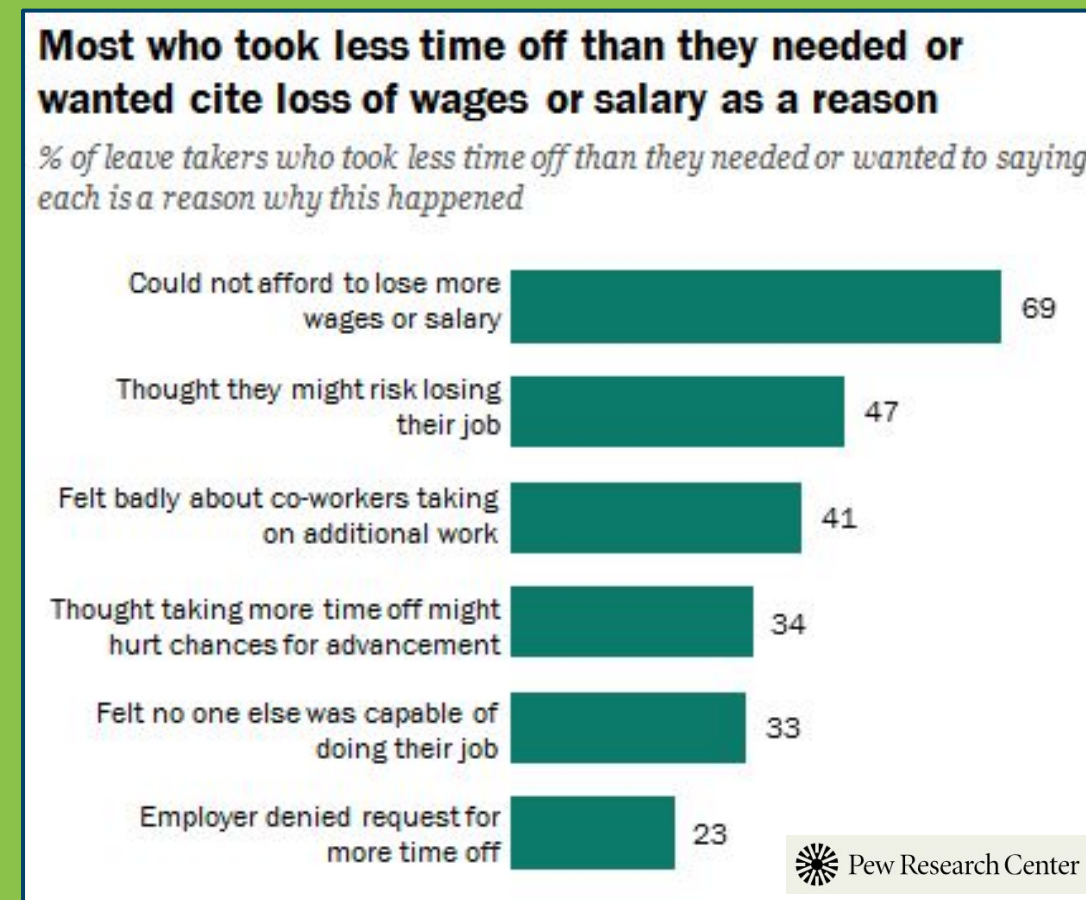


# Paid Family Leave: California's PFL as a Model for the United States to Adopt

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## What is FMLA?

- Federal legislation passed in 1993
- Only 12 weeks of unpaid leave is available
- Available to those who work in larger businesses

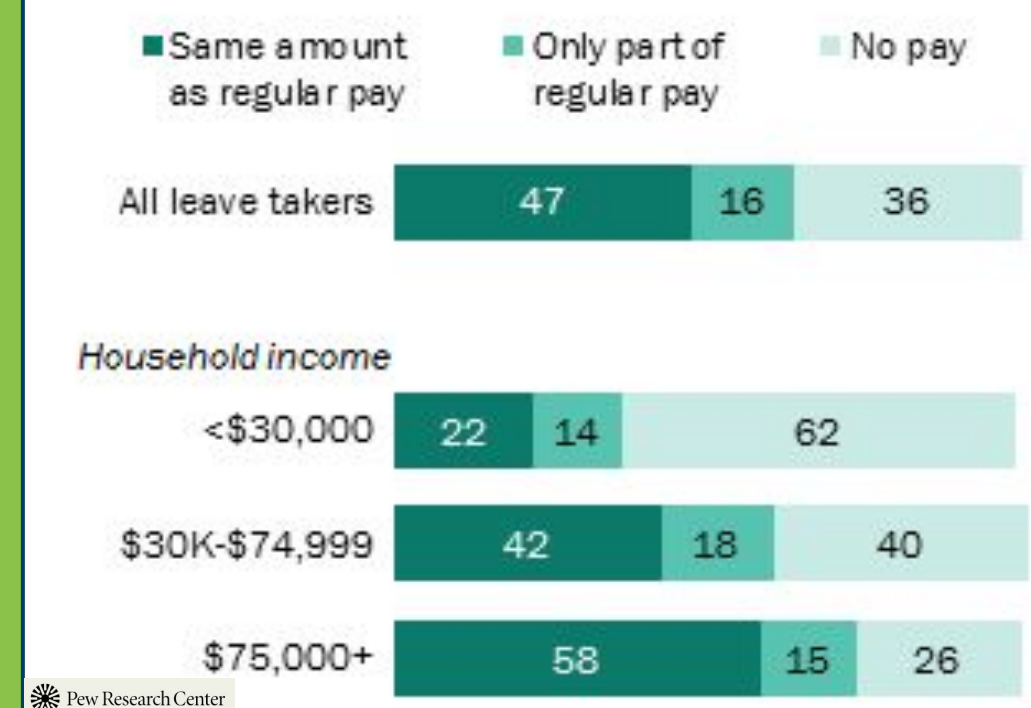


## FMLA Failures:

- Beneficial for a small minority of families
- Many women work until they go into labor (creating health problems).
- Many eligible individuals cannot take leave because they cannot afford it.
- Does not level the playing field for various socioeconomic groups.

## Leave takers with lower incomes are the least likely to say they received at least some pay

% of leave takers who say they received \_\_\_ when they took time off from work for parental, family or medical reasons



## What is CA-PFL?

- Passed in 2004
- Allows for six weeks of family leave and 52 weeks for own disability
- Wage replacement is 55% of workers average weekly wage (maximum of \$1,129 in 2016)
- No job protection beyond FMLA
- Financed through employee payroll taxes
- Available to most private sector jobs and some public sector.

## How CA-PFL would fill FMLA gaps:

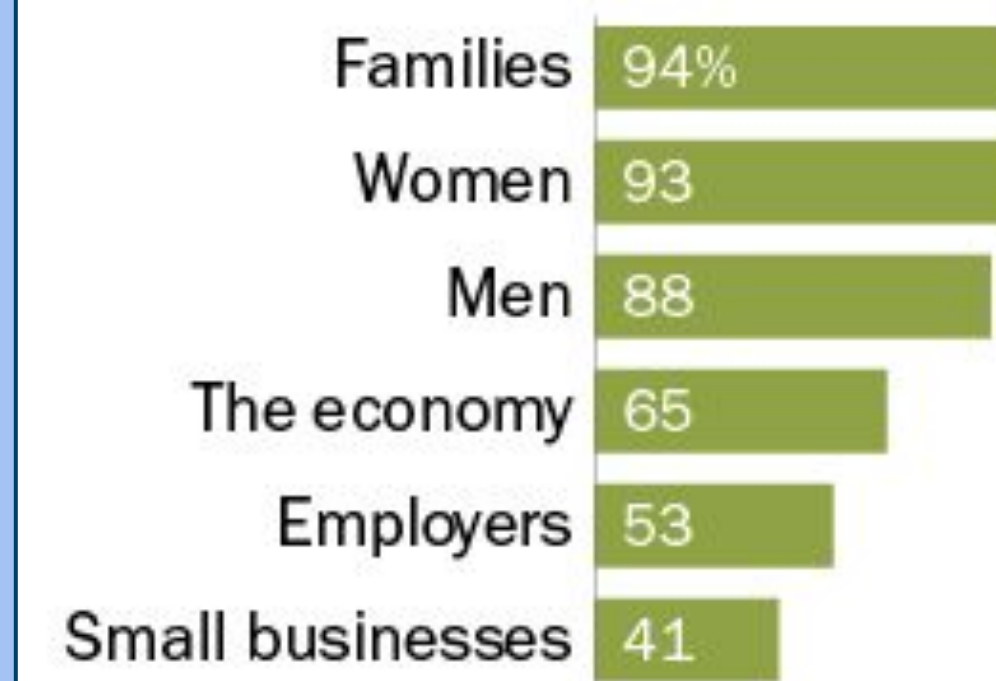
### Health Strengths:

- When mothers have to go back to work too soon after giving birth, that creates physical and mental health risks for both mother and infant (Jou).
- Mothers can take additional paid disability leave before and after birth through state disability insurance, decreasing health risks.
- Mothers increase leave duration by an average of 5 weeks once CA-PFL was implemented, thus increasing health of both mother and infant.
- Paid leave increases the ability of both mothers and fathers to take time off work, especially in lower income communities (Bedard).

### Economic Strengths:

- CA-PFL results in increased employment of mothers nine to twelve months after childbirth. During the second year of the child's life, it results in increased work hours and wages for mothers. (Chang).
- Use of paid family leave and state disability insurance leads to higher earnings for individuals the year after a claim (Chang).
- About 90% of firms in California reported that Paid Family Leave had a positive or no effect on employee productivity, moral, and costs (Chang).
- The U.S. Department of Labor concluded that parental leave rights yield positive effects on labor market outcomes.
- Moderate length maternity and paternity leave policies decrease the "motherhood wage gap" between mothers and non-mothers (AEI).
- There is no evidence that firms with higher rates of employees using PFL must pay more for wages or deal with increased employee turnover (Bedard).

% of U.S. adults saying the overall impact on \_\_\_\_\_ would be positive



## CA-PFL Weaknesses:

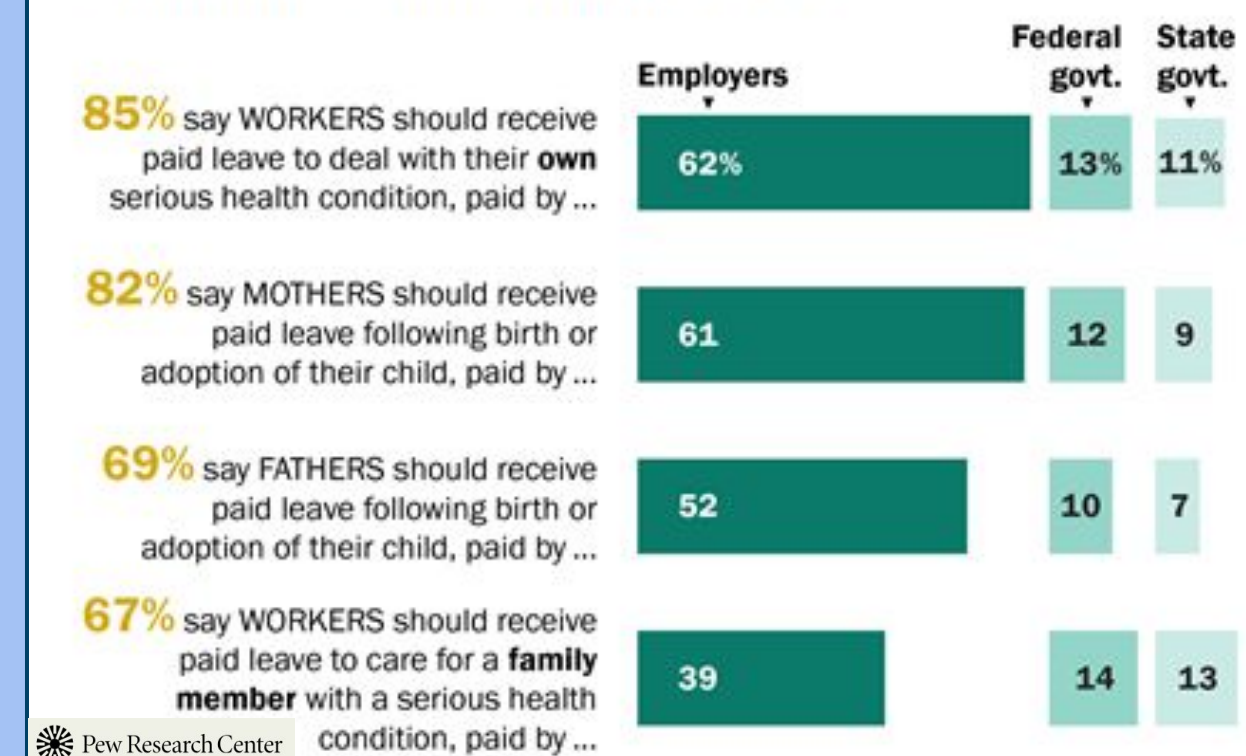
- Poorest women use PFL the least, despite high usage rates at all other groups
- Lack of awareness of eligibility persists

## Feasibility of Passing Federal Policy:

- Middle of the ground policy
- Bipartisan support
  - 71% of Republicans and 83% of Democrats support some form of paid leave policy
- This issue has implications for all Americans.

**Most Americans say workers should receive paid family and medical leave, but level of support varies depending on the circumstances**

% saying each group should receive paid leave from ...



## Discussion and Significance:

- If individuals, but especially women, are able to use paid family leave but maintain attachment to the workforce,, that will positively impact many parts of their lives, including health, family, and work.
- Although PFL is seen as a "women's issue," it's implementation benefits entire families.
- A presidential candidate that runs on a Paid Family Leave platform could be considered to have brought America up to the standard of the rest of the world.

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