

Paid Leave Means A Stronger California

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California is home to the first paid family leave insurance program in the United States. Since 2004, California's working people have been able to take paid family leave to care for new children or seriously ill loved ones for up to six weeks with some pay. The state's paid leave program builds on its decades-old disability insurance plan, which has guaranteed paid medical leave to people who need to be out of work for serious health issues.

Studies of California's paid family leave law show that paid leave works for working people, families and businesses. They also reveal needed improvements. In recent years, the legislature has updated and improved the law, and localities like San Francisco have gone even further. Updates include more progressive wage replacement for lower-wage workers, job protection for new parents, and a broader definition of "family" for family caregiving.¹

Californians are caught between their work and family responsibilities.

People in
California
both work and
provide care

- ▶ In 64 percent of all California households with children – nearly 5.6 million homes – all parents have paying jobs.²
- ▶ Women's wages support their households. In California, 80 percent of Black mothers, 50 percent of Latina mothers and 47 percent of white mothers are key family breadwinners.³
- ▶ Women make up nearly half of California's labor force (46 percent) and nearly one-third of its business owners (30 percent).⁴
- ▶ Across the country, many men want to play a larger role in caring for their children,⁵ but unsupportive policies and stigma hold them back.⁶

Paid leave means not having to choose between job and family.

California families are facing family and medical care needs.

- ▶ More than one in five workers are age 55 and older.⁷
- ▶ In less than 15 years, the share of the state's population age 65 and older will grow by nearly one-third.⁸
- ▶ Older workers are more likely to experience serious medical

The state's
caregiving
needs are
significant, and
growing

conditions that require care.⁹

- ▶ Thirteen people die every day from drug overdoses in California.¹⁰

Paid leave means older adults and working people of all ages can get the support they need to receive and provide critical care.

Impossible choices between job and family are hurting the economy, and women suffer most.



**California's
paid leave
program
strengthens
the state**

- ▶ Paid leave helps improve health outcomes and helps working people remain economically secure and stay connected to their jobs.
- ▶ Businesses' employee retention can also improve significantly with paid leave, helping to strengthen bottom lines.
- ▶ State programs are used as intended by workers without overburdening employers.¹¹

Paid leave means people can care for their families or health without jeopardizing their economic security, reducing turnover for employers and boosting the economy.

California's paid leave plan demonstrates that progress is possible – and that there is a common sense, tested approach that works for families, businesses and economies.

But, people's access to paid leave shouldn't depend on where they live or work or what job they hold. A strong paid leave policy for the nation would build on state models. It would:

- ▶ Be cost-effective for workers, employers and the government;
- ▶ Cover all working people, apply equally to men and women and reflect a modern definition of family;
- ▶ Include the well-established reasons people need family and medical leave;
- ▶ Provide at least 12 weeks of leave and replace a substantial share of workers' usual wages; and
- ▶ Protect workers against adverse consequences for taking leave.



**A real
national paid
leave plan – the
FAMILY Act – is
the solution**

The Family And Medical Insurance Leave (FAMILY) Act is the only federal proposal that meets these criteria. **The FAMILY Act means a stronger economy, healthier families and businesses, greater equity regardless of a person's job and more workplace equality for women.**

For more on the FAMILY Act, visit NationalPartnership.org/theFAMILYAct.

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- 1 National Partnership for Women & Families. (2017, July). *State Paid Family Leave Insurance Laws*. Retrieved 24 January 2018, from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/state-paid-family-leave-laws.pdf>
 - 2 U.S. Census Bureau. (2017). *American Community Survey 1-Year Estimates 2016, Geographies: All States within United States and Puerto Rico, Table DP03: Selected Economic Characteristics*. Retrieved 24 January 2018, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_1YR_DP03&prodType=table
 - 3 Anderson, J. (2016, September 8). *Breadwinner Mothers by Race/Ethnicity and State*. Institute for Women's Policy Research Publication. Retrieved 24 January 2018, from <https://iwpr.org/publications/breadwinner-mothers-by-raceethnicity-and-state/>; "Key breadwinner" means a single mother who heads a household or a married mother who contributes 40 percent or more of the couple's joint earnings. Nationally, 81 percent of Black mothers are key breadwinners; 67 percent of Native American mothers are key breadwinners; 60 percent of mothers identifying as multiracial or "other" race are key breadwinners; 53 percent of Latina mothers are key breadwinners; 50 percent of white mothers are key breadwinners; and 44 percent of Asian mothers are key breadwinners.
 - 4 See note 2; Institute of Women's Policy Research. (2018). *Status of Women in the States*. Retrieved 24 January 2018, from <https://statusofwomendata.org/state-data/>
 - 5 Heilman, B., et al. (2016). *State of America's Fathers*. MenCare Advocacy Publication. Retrieved 24 January 2018, from https://men-care.org/soaf/download/PRO16001_Americas_Father_web.pdf; see also, Livingston, G. (2018, January 8). *Most dads say they spend too little time with their children; about a quarter live apart from them*. Pew Research Center Publication. Retrieved 24 January 2018, from <http://www.pewresearch.org/fact-tank/2018/01/08/most-dads-say-they-spend-too-little-time-with-their-children-about-a-quarter-live-apart-from-them/>
 - 6 U.S. Department of Labor. (2015, September 4). *The Cost of Doing Nothing: The Price We All Pay Without Paid Leave Policies to Support America's 21st Century Working Families*. Retrieved 24 January 2018, from <https://www.dol.gov/featured/paidleave/cost-of-doing-nothing-report.pdf>
 - 7 U.S. Bureau of Labor Statistics. (2017). *Employment status of the civilian noninstitutional population by sex, race, Hispanic or Latino ethnicity, and intermediate age, 2016 annual averages*. Retrieved 24 January 2018, from <https://www.bls.gov/lau/ex14tables.htm> (Unpublished calculation by the National Partnership for Women & Families)
 - 8 U.S. Census Bureau. (2017). *American Community Survey, 1-Year Estimates 2016, Geographies: All States within United States and Puerto Rico, Table S0101: Age and Sex*. Retrieved 24 January 2018, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_1YR_S0101&prodType=table; University of Virginia Demographics Research Group. (2016, May). *National Population Projections: Projections for the 50 States and D.C.* Retrieved 24 January 2018, from <http://demographics.coopercenter.org/national-population-projections/?q=demographics/national-population-projections> (Unpublished calculation based on projected rate of growth of older adult population from 2016 to 2030)
 - 9 National Partnership for Women & Families. (2017, June). *Our Aging, Caring Nation: Why a U.S. Paid Leave Plan Must Provide More Than Time to Care for New Children*. Retrieved 24 January 2018, from <http://www.nationalpartnership.org/caregivingreport>
 - 10 Centers for Disease Control and Prevention, National Center for Injury Prevention and Control. (2017, December 19). *Drug Overdose Death Data, Number and age-adjusted rates of drug overdose deaths by state, US 2016*. Retrieved 24 January 2018, from <https://www.cdc.gov/drugoverdose/data/statedeaths.html>
 - 11 National Partnership for Women & Families. (2016, June). *Paid Leave Works in California, New Jersey and Rhode Island*. Retrieved 24 January 2018, from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/paid-leave-works-in-california-new-jersey-and-rhode-island.pdf>

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at NationalPartnership.org.

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