

Paid Leave Means A Stronger Massachusetts

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Massachusetts will soon be home to the sixth state paid family and medical leave program in the United States. Massachusetts enacted a comprehensive paid family and medical leave law in 2018 and is in the process of implementation. In 2021, when it's in full effect, the program will provide 12 weeks of paid family leave, 20 weeks of paid medical leave and up to 26 weeks to care for a covered service member – capped at 26 weeks of combined use. Massachusetts' law passed with bipartisan support, builds on lessons learned from older state programs and is among the most progressive in the country.¹



People in Massachusetts are caught between their work and family responsibilities.

People in Massachusetts both work and provide care

- ▶ In 75 percent of all Massachusetts households with children – nearly 990,000 homes – all parents have paying jobs.²
- ▶ Women's wages support their households. In Massachusetts, 80 percent of Black mothers, 72 percent of Latina mothers and 50 percent of white mothers are key family breadwinners.³
- ▶ Women make up nearly half of Massachusetts' labor force (49 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.

Massachusetts families will face increased family and medical care needs.

- ▶ Nearly one in four workers is 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-fourth.⁸
- ▶ Older workers are more likely to experience serious medical conditions that require care.⁹
- ▶ Six people die every day from drug overdoses in Massachusetts.¹⁰

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

The state's caregiving needs are significant, and growing

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

Massachusetts' economy and families are suffering

- ▶ 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.

Massachusetts will soon add to the growing body of evidence that paid leave programs work – 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 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 aligns with these criteria. And the sustainable national fund it would create would reduce the number of working families in Massachusetts facing significant economic insecurity when they need to take family and medical leave by 86 percent.¹²

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. (2018, July). *State Paid Family and Medical Leave Insurance Laws*. Retrieved 17 January 2019, from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/state-paid-family-leave-laws.pdf>
 - 2 U.S. Census Bureau. (2018). *American Community Survey 1-Year Estimates 2017, Geographies: All States within United States and Puerto Rico, Table DP03: Selected Economic Characteristics*. Retrieved 17 January 2019, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_17_1YR_DP03&prodType=table
 - 3 Anderson, J. (2016, September 8). *Breadwinner Mothers by Race/Ethnicity and State*. Retrieved 17 January 2019 from Institute for Women's Policy Research website: <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 for Women's Policy Research. (2018). *Status of Women in the States*. Retrieved 17 January 2019, from <https://statusofwomendata.org/state-data/>
 - 5 Heilman, B., Cole, G., Matos, K., Hassink, A., Mincy, R., & Barker, G. (2016). *State of America's Fathers*. Retrieved 17 January 2019, from MenCare Advocacy website: https://men-care.org/soaf/download/PRO16001_Americas_Father_web.pdf; Livingston, G. (2018, January 8). *Most dads say they spend too little time with their children; about a quarter live apart from them*. Retrieved 17 January 2019 from Pew Research Center website: <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 17 January 2019, from <https://www.dol.gov/wb/resources/cost-of-doing-nothing.pdf>
 - 7 U.S. Bureau of Labor Statistics. (2018). *Employment status of the civilian noninstitutional population in states by sex and intermediate age, Preliminary 2017 annual averages*. Retrieved 17 January 2019, 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 17 January 2019, from <http://www.nationalpartnership.org/caregivingreport>
 - 10 Centers for Disease Control and Prevention, National Center for Injury Prevention and Control. (2018, December 19). *Drug Overdose Deaths, Number and age-adjusted rates of drug overdose deaths by state, US 2017*. Retrieved 17 January 2019, from <https://www.cdc.gov/drugoverdose/data/statedeaths.html>
 - 11 National Partnership for Women & Families. (2018, September). *Paid Leave Works in California, New Jersey and Rhode Island*. Retrieved 17 January 2019, from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/paid-leave-works-in-california-new-jersey-and-rhode-island.pdf>
 - 12 diversitydatakids.org. (2018). *Full-Year Working Adults Ages 21-64 Living in Families Estimated to be Below 200% of the Federal Poverty Line After Wage Loss Due to 12 Weeks of Paid/Unpaid Family or Medical Leave (Share)*. Brandeis University, The Heller School, Institute for Child, Youth and Family Policy Publication. Retrieved 17 January 2019, from <http://www.diversitydatakids.org/data/ranking/670/full-year-working-adults-ages-21-64-living-in-families-estimated-to-be-below-200/#loct=2&cat=54,25&tf=21&ch=132,133,134> (Unpublished calculation by the National Partnership for Women & Families)

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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