Paid Leave Means A Stronger Colorado

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Colorado will soon be home to the tenth state paid family and medical leave program in the United States. Colorado’s program, the first to be enacted through a ballot initiative, will go fully into effect in 2024. The program builds on lessons learned from older state programs to be one of the most progressive in the nation, including job protection, a progressive wage replacement rate and an inclusive definition of “family” for family caregiving.¹

The coronavirus pandemic will have long-term consequences on Coloradans’ health, caregiving needs and economic stability.

- Women, especially Black, Latinx, AAPI and Native American mothers, were hit hardest by pandemic closures, working in many of the most-affected industries and bearing the brunt of increased caregiving without schools or child care.² At the end of 2020, Colorado’s labor force had lost 43,000 workers.³ and more than five times as many women were unemployed compared to one year earlier.⁴ If nothing is done, women nationwide will lose $64.5 billion in wages each year from reduced labor force participation and lower work hours.⁵
- More than 499,000 Coloradans – 6 percent Black, 21 percent Latinx and 4 percent AAPI – work in frontline industries,⁶ facing heightened risks of exposure and challenges managing family caregiving needs.
- More than 370,000 Coloradans contracted COVID-19 in the first year of the pandemic.⁷ An estimated 10 to 15 percent – 37,000 to 55,400 – will experience long-term symptoms including difficulty breathing, chest pain or fatigue that may require care from a loved one or interfere with work.⁸

Paid leave means a more robust, equitable recovery from the pandemic.

Coloradans are caught between their work and family responsibilities.

- More than 62,900 children are born in Colorado each year, and in 70 percent of all Colorado households with children – more than 830,000 homes – all parents have paying jobs.⁹
- Women’s wages support their households. In Colorado, 62 percent of Black mothers, 46 percent of white mothers, 49 percent of Latina mothers and 41 of AAPI mothers are key family breadwinners. State-level data is limited, but nationally 64 percent of Native American mothers are breadwinners.¹⁰
Colorado families will face increased family and medical care needs.

- More than one in five workers are age 55 and older.14
- In the next 20 years, the share of the state’s population age 65 and older will grow by one-eighth.15
- Older workers are more likely to experience serious medical conditions that require care.16

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

Colorado will soon see the benefits of paid leave for workers, families and businesses.

- Paid leave helps improve health outcomes and helps working people remain economically secure and stay connected to their jobs.17
- Businesses’ employee retention can also improve significantly with paid leave, helping to strengthen bottom lines.18
- State programs are used as intended by workers without overburdening employers.19

Paid leave means people – especially women – aren’t forced to leave the labor force to care for their families or health, reducing turnover for employers of all sizes and boosting the economy.

Colorado will soon add to the growing body of evidence that paid leave programs work – 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. The Family And Medical Insurance Leave (FAMILY) Act is a common sense solution that builds on state models to address the country’s paid leave crisis. Seventy-nine percent of 2020 voters – 67 percent of Republicans, 77 percent of Independents and 93 percent of Democrats – support a permanent paid family and medical leave program for people with health needs or child or family care.20

The FAMILY Act means a stronger economy, healthier families and businesses, and greater equality for all women and families.

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


10 Shaw, E., Mason, C. N., Lacarte, V., & Jauregui, E. (2020, May). Holding Up Half the Sky: Mothers as Workers, Primary Caregivers, & Breadwinners During COVID-19. Retrieved 14 January 2021, from Institute for Women's Policy Research website: http://iwpr.org/wp-content/uploads/2020/07/Holding-Up-Half-the-Sky-Mothers-as-Breadwinners.pdf; “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, 79 percent of Black mothers are key breadwinners; 64 percent of Native American mothers are key breadwinners; 60 percent of mothers identifying as multiracial or “other” race are key breadwinners; 49 percent of Latina mothers are key breadwinners; 48 percent of white mothers are key breadwinners; and 43 percent of Asian/Pacific Islander mothers are key breadwinners.


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 2019 to 2040)


18 Ibid.

19 Ibid.


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

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