

Paid Leave Means A Stronger Connecticut

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Connecticut is home to the eighth state paid family and medical leave program in the United States. Connecticut's plan, which went fully into effect in 2022, builds on lessons learned from older state programs to be one of the most progressive in the nation, including a progressive wage replacement rate and an inclusive definition of "family" for family caregiving.¹



The pandemic has left Connecticut residents struggling with their health, finances and the ability to work. Paid leave means being able to cope with work and bills during a health crisis.

- ▶ More than 700,000 Connecticut residents have contracted COVID-19, with older adults and people of color especially affected.² Up to one in four will experience "long-haul COVID" symptoms including difficulty breathing, headache, dizziness, chest pain or fatigue that may require care from a loved one or interfere with work.³
- ▶ In January 2022, nearly 84,000 people in Connecticut were not working because they were sick with or caring for someone with COVID-19, and more than 53,400 due to another illness or disability.⁴

Connecticut residents are caught between their work and family responsibilities. Paid leave means not having to choose between job and family.

People in Connecticut both work and provide care

- ▶ More than 33,000 children are born in Connecticut each year, and in 77 percent of all California households with children – more than 530,000 homes – all parents have paying jobs.⁵
- ▶ Women's wages support their households. In Connecticut, 78 percent of Black mothers, 48 percent of white mothers, 64 percent of Latina mothers and 37 of AAPI mothers are key family breadwinners. State-level data is limited, but nationally 64 percent of Native American mothers are breadwinners.⁶
- ▶ Women make up nearly half of Connecticut's labor force (49 percent) and more than one-quarter of its business owners (28 percent).⁷

Across the country, many men want to play a larger role in caring for their children, but unsupportive policies and stigma hold them back.⁸

Connecticut families will face increased family and medical care needs. Paid leave means older adults and working people of all ages can get the support they need to receive and provide critical care.

- ▶ Nearly one in three workers are 55 and older.⁹
- ▶ In the next 20 years, the share of the state's population age 65 and older will grow by more than one-sixth.¹⁰
- ▶ Older workers are more likely to experience serious medical conditions that require care.¹¹

The state's caregiving needs are significant, and growing

Connecticut is seeing the benefits of paid leave for workers, families and businesses. 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.

Connecticut's paid leave program will help tens of thousands

- ▶ Paid leave helps improve health outcomes and helps working people remain economically secure and stay connected to their jobs.¹²
- ▶ Businesses' employee retention can also improve significantly with paid leave, helping to strengthen bottom lines.¹³
- ▶ State programs are used as intended by workers without overburdening employers.¹⁴

Connecticut 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 United States needs a common sense, national paid leave program that:

- ▶ Includes all workers, no matter where they live or work or what kind of job they have;
- ▶ Replaces enough income that workers at any income level can afford leave;
- ▶ Provides enough time for workers to meet their care and health needs;
- ▶ Covers the range of major needs workers face, including to address their own health conditions, to care for seriously ill, injured or disabled family members and to welcome newborn, newly adopted or foster children; and
- ▶ Has a sustainable funding source that is affordable for workers, employers and the government without harming other essential programs.

A national paid leave plan is the solution

National paid family and medical leave means a stronger economy, healthier families and businesses, and greater equality for all women and families.

To learn more, visit NationalPartnership.org/PaidLeave.

- 1 National Partnership for Women & Families. (2021, November). *State Paid Family and Medical Leave Insurance Laws*. Retrieved 26 January 2022, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/state-paid-family-leave-laws.pdf>
- 2 *Washington Post*. (n.d.) Coronavirus: Case and death counts by place. Retrieved February 2 2022, from https://www.washingtonpost.com/graphics/2020/national/coronavirus-us-cases-deaths/?itid=sn_coronavirus_2/. Data reflects cumulative reported cases by state through February 2, 2022.
- 3 Scientific understanding of this new disease is still developing and estimates vary of the incidence of lasting health effects of COVID-19. Recent estimates indicate as many as one in four people with COVID-19 have symptoms more than two months after the onset of illness, including those whose COVID-19 was initially mild. Longue, J. K., Ranko, N. M., McCulloch, D. J., et al. (2021, February). Sequelae in Adults at 6 Months After COVID-19 Infection. *JAMA Network Open*, 4(2): e210830. doi:10.1001/jamanetworkopen.2021.0830; Huang, Y., Pinto, M. D., Borelli, J. L., et al. (2021, March). COVID Symptoms, Symptom Clusters, and Predictors for Becoming a Long-Hauler: Looking for Clarity in the Haze of the Pandemic. *medRxiv* (preprint). doi:10.1101/2021.03.03.21252086. See also Centers for Disease Control and Prevention. (2021, September 16). *Post-Covid Conditions*. Retrieved 26 January 2022, from <https://www.cdc.gov/coronavirus/2019-ncov/long-term-effects/index.html> <https://www.cdc.gov/coronavirus/2019-ncov/long-term-effects/index.html>
- 4 U.S. Census Bureau. (2022, January 19). *Week 41 Household Pulse Survey: December 29, 2021 – January 10, 2022 (Employment Table 3: Educational Attainment for Adults Not Working at Time of Survey, by Main Reason for Not Working and Source Used to Meet Spending Needs)*. Retrieved 26 January 2022, from <https://www.census.gov/data/tables/2021/demo/hhp/hhp41.html>
- 5 Hamilton, B. E., Martin, J. A., & Osterman, M. J. K. (2021, May). Births: Provisional Data for 2020. Vital Statistics Rapid Release, 12. Retrieved 26 January 2022, from Centers for Disease Control and Prevention website: <https://www.cdc.gov/nchs/data/vsrr/vsrr-12-508.pdf>; U.S. Census Bureau. (2020). *American Community Survey 1-Year Estimates 2019, Geographies: All States within United States and Puerto Rico, Table DP03: Selected Economic Characteristics*. Retrieved 26 January 2022, from <https://data.census.gov/cedsci/table?q=dp03&tid=ACSDP1Y2019.DP03&hidePreview=false>
- 6 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 26 January 2022, 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.
- 7 See note 5, U.S. Census Bureau; Institute for Women's Policy Research. (2018). *Status of Women in the States*. Retrieved 26 January 2022, from <https://statusofwomensdata.org/state-data/>
- 8 Lenhart, A., Swenson, H., & Schulte, B. (2019, December). Lifting the Barriers to Paid Family and Medical Leave for Men in the United States. Retrieved 26 January 2022 from New America website: <https://www.newamerica.org/better-life-lab/reports/lifting-barriers-paid-family-and-medical-leave-men-united-states/>; 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 26 January 2022, 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/>
- 9 U.S. Bureau of Labor Statistics. (2021, July). *Expanded State Employment Status Demographic Data (Employment status of the civilian noninstitutional population in states by sex, race, Hispanic or Latino ethnicity, and intermediate age, 2020 annual averages)*. Retrieved 26 January 2022, from <https://www.bls.gov/lau/ex14tables.htm> (Unpublished calculation by the National Partnership for Women & Families)
- 10 U.S. Census Bureau. (2020). *American Community Survey, 1-Year Estimates 2019, Geographies: All States within United States and Puerto Rico, Table S0101: Age and Sex*. Retrieved 26 January 2022, from <https://data.census.gov/cedsci/table?q=s0101&tid=ACSST1Y2019.S0101&hidePreview=false>; University of Virginia Demographics Research Group. (2018). *National Population Projections: Projections for the 50 States and D.C. (Age and Sex)*. Retrieved 26 January 2022, 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 2019 to 2040)
- 11 Atkinson, I. (2021, September). *Our Aging, Caring Nation: Why a U.S. Paid Leave Plan Must Provide More Than Time to Care for New Children*. Retrieved 26 January 2022, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/our-aging-caring-nation-why-a-us-paid-leave-plan-must-provide-more-than-time-to-care-for-new-children.pdf>
- 12 National Partnership for Women & Families. (2019, September). *Paid Leave Works: Evidence from State Programs*. Retrieved 26 January 2022, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-works-evidence-from-state-programs.pdf>
- 13 Ibid.
- 14 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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