

Paid Leave Means A Stronger Massachusetts

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Massachusetts will soon be home to the seventh 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



Bay Staters are caught between their work and family responsibilities.

People in Massachusetts both work and provide care

- ▶ More than 69,000 children are born in Massachusetts each year, and in 76 percent of all Massachusetts households with children – nearly 1 million homes – all parents have paying jobs.²
- ▶ Women's wages support their households. In Massachusetts, 80 percent of Black mothers, 50 percent of white mothers and 72 percent of Latina mothers are key family breadwinners.³
- ▶ Women make up nearly half of Massachusetts's 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.

- ▶ One in five 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

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

Massachusetts' paid leave program will soon help tens of thousands

- ▶ Paid leave helps improve health outcomes and helps working people remain economically secure and stay connected to their jobs.¹¹
- ▶ Businesses' employee retention can also improve significantly with paid leave, helping to strengthen bottom lines.¹²
- ▶ State programs are used as intended by workers without overburdening employers.¹³

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.

Massachusetts 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. A paid leave policy for the nation would build on state models. It would:

- ▶ 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
- ▶ Be cost-effective for workers, small employers and the government;
- ▶ Protect workers against adverse consequences for taking leave.

A 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.

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.

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- 1 National Partnership for Women & Families. (2019, August). *State Paid Family and Medical Leave Insurance Laws*. Retrieved 6 January 2020, from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/state-paid-family-leave-laws.pdf>
- 2 Martin, J. A., Hamilton, B., E., Osterman, M. J. K. & Driscoll, A. K. (2019, November 27). Births: Final Data for 2018 (Table 6). *National Vital Statistics Reports*, 68(13). Retrieved 6 January 2020, from Centers for Disease Control and Prevention website: https://www.cdc.gov/nchs/data/nvsr/nvsr68/nvsr68_13-508.pdf; U.S. Census Bureau. (2019). *American Community Survey 1-Year Estimates 2018, Geographies: All States within United States and Puerto Rico, Table DP03: Selected Economic Characteristics*. Retrieved 6 January 2020, from <https://data.census.gov/cedsci/table?q=dp03&g=&hidePreview=false&table=DP03&tid=ACSDP1Y2018.DP03&vintage=2018&lastDisplayedRow=31>
- 3 Anderson, J. (2016, September 8). *Breadwinner Mothers by Race/Ethnicity and State*. Retrieved 6 January 2020, 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/Pacific Islander mothers are key breadwinners.
- 4 See note 2, U.S. Census Bureau; Institute for Women's Policy Research. (2018). *Status of Women in the States*. Retrieved 6 January 2020, from <https://statusofwomendata.org/state-data/>
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- 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 6 January 2020, from <https://www.dol.gov/wb/resources/cost-of-doing-nothing.pdf>
- 7 U.S. Bureau of Labor Statistics. (2019, October). *Employment status of the civilian noninstitutional population in states by sex and intermediate age, 2018 annual averages*. Retrieved 6 January 2020, 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 6 January 2020, 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 6 January 2020, from <https://www.cdc.gov/drugoverdose/data/statedeaths.html>
- 11 National Partnership for Women & Families. (2019, September). *Paid Leave Works: Evidence from State Programs*. Retrieved 6 January 2020, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-works-evidence-from-state-programs.pdf>
- 12 Ibid.
- 13 Ibid.

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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