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The vast majority of working people in the United States do not have paid family leave through their jobs. In Tennessee, even unpaid leave under the federal Family and Medical Leave Act is inaccessible for 63 percent of working people. This means Tennesseans face impossible choices when new children are born or adopted and when serious personal or family health needs inevitably arise.

Tennesseans are caught between their work and family responsibilities.

- More than 80,000 children are born in Tennessee each year, and in 69 percent of all Tennessee households with children – more than 960,000 homes – all parents have paying jobs.
- Women’s wages support their households. In Tennessee, 83 percent of Black mothers, 51 percent of white mothers and 45 percent of Latina mothers are key family breadwinners.
- Women make up nearly half of Tennessee’s labor force (48 percent) and more than one-quarter of its business owners (26 percent).
- Across the country, many men want to play a larger role in caring for their children, but unsupportive policies and stigma hold them back.

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

Tennessee families will face increased family and medical care needs.

- More than 1 in 5 workers is age 55 and older.
- In less than 15 years, the share of the state’s population age 65 and older will grow by nearly one-third.
- Older workers are more likely to experience serious medical conditions that require care.
- Five people die every day from drug overdoses in Tennessee.

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.

- In Tennessee, there is a 13 percentage point gap in labor force participation between men and women, in part because the United States lacks family friendly policies.\(^{12}\)
- Nationally, if women participated in the U.S. labor force at the same rates as women in countries with paid leave, our economy would benefit from more than $500 billion in additional economic activity each year.\(^{13}\)
- Paid leave improves employee retention, morale and productivity, strengthening bottom lines – but small employers often cannot provide it on their own.\(^{14}\)

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.

Tennesseans need a common sense solution to address the country’s paid leave crisis.

An effective paid leave policy 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.

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 Tennessee facing significant economic insecurity when they need to take family and medical leave by 79 percent.\(^{15}\)

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.
The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness and justice for all. Our mission is to ensure that all women and men have the power to shape the laws and policies that affect their lives and those of their families. More information is available at NationalPartnership.org.

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