

# The Mobility Agenda and Paid Time Off

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Economic Opportunity Institute  
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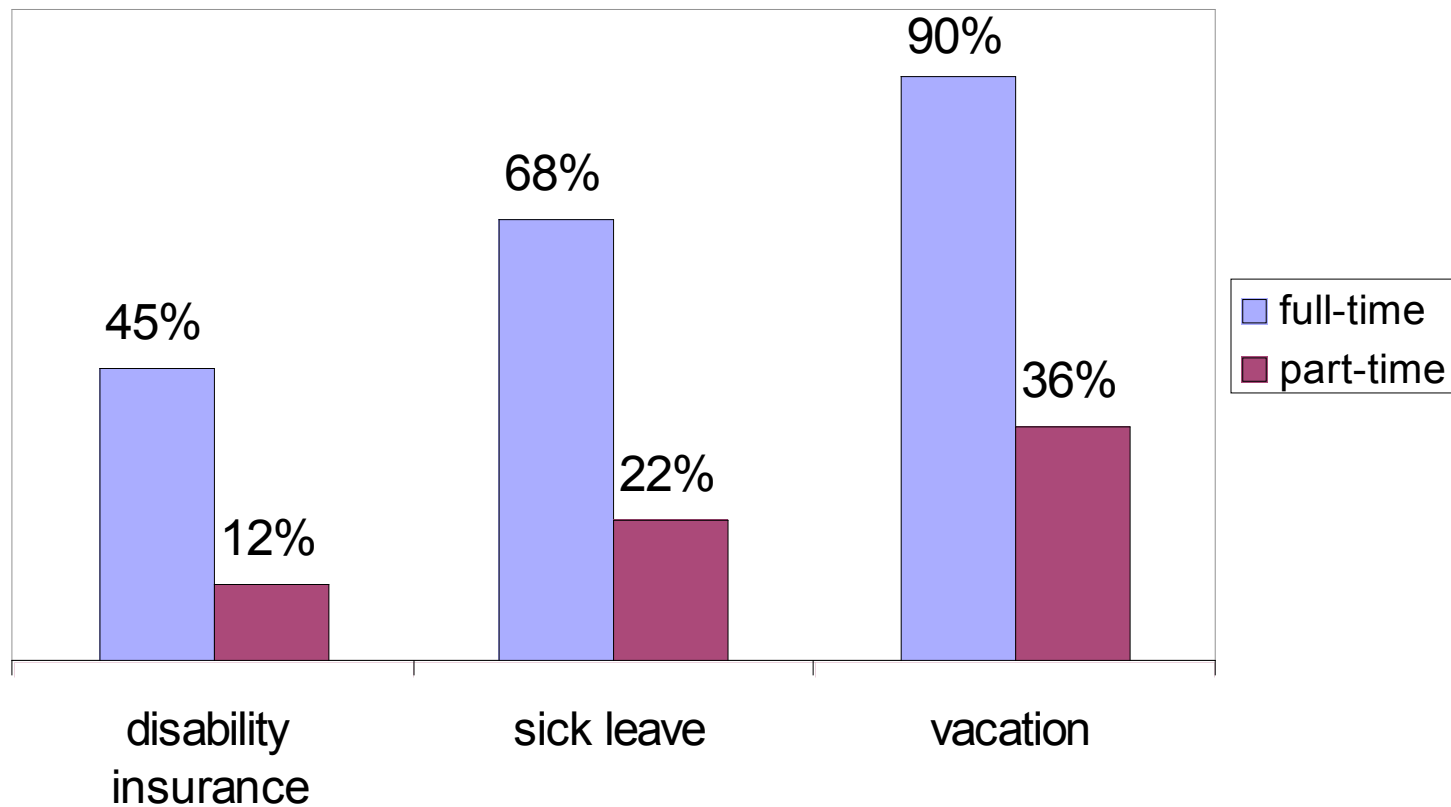
# Why we need paid leave policies

- Families gain income and flexibility
- Promotes workforce attachment, skill growth, income progression, asset development
- Helps babies thrive
- Helps kids do better in school
- Promotes worker health, family health, public health
- Private sector initiatives aren't enough

# What all workers need

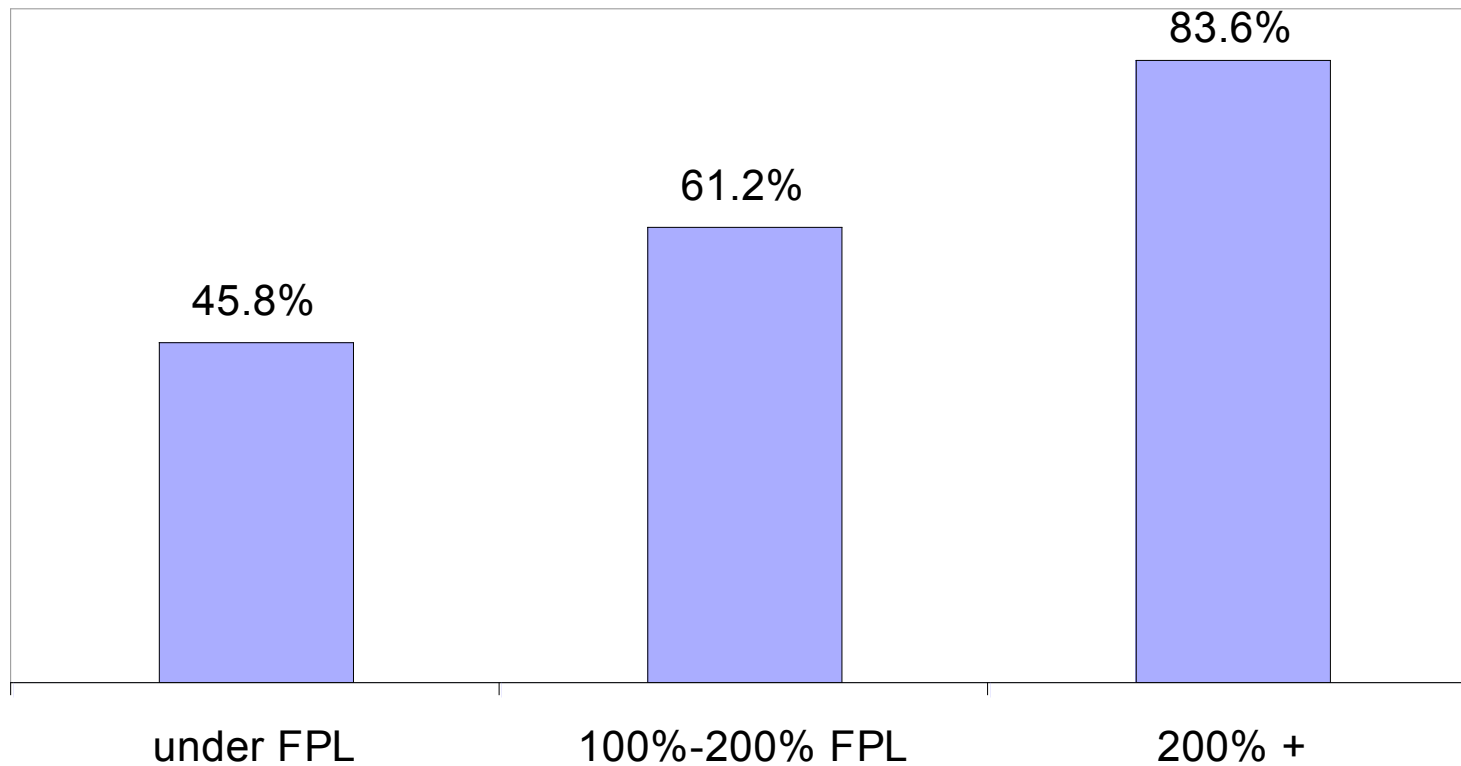
- Annual paid leave for routine needs
  - own sickness, sick child, preventative care, school meetings, life events, vacation
- Family and medical leave insurance for serious illness, new child

# U.S. Private Industry Workers with Paid Leave, 2006



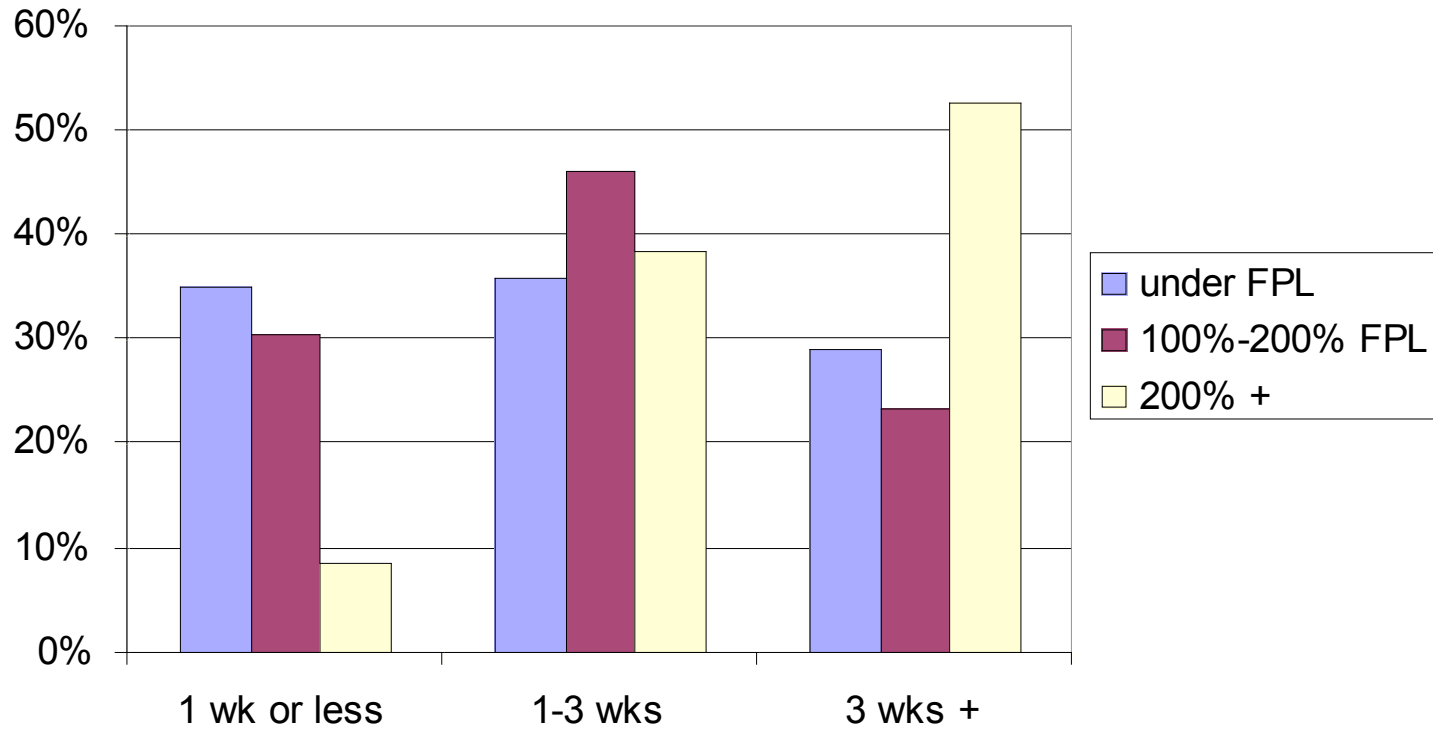
Source: Bureau of Labor Statistics

# Parents with Paid Leave by Income



Source: Urban Institute from 2002 National Survey of America's Families

# Weeks of Leave for Parents with Paid Leave



Source: Urban Institute from 2002 National Survey of America's Families

# Current federal law

## Family and Medical Leave Act (FMLA)

- Up to 12 weeks unpaid leave
- For birth or adoption, care of seriously ill family member, or own serious illness
- For workers in companies of 50+, after 1 year and 1,250 hrs on job

# Current state laws

- Temporary Disability Insurance for all workers in CA, NY, NJ, RI, HI
- Paid family leave in California
- Minimum paid sick days in San Francisco
- Sick leave covers family care in WA, CA, Maine, CT, HI, WI
- At Home Infant Care – Minn, Mont, NM
- Many states have pregnancy & parental leave laws with job protection, but no pay

# Proposed federal laws

- Healthy Families Act
  - 7 days sick leave
  - employers of 15+
- Dodd Paid Family Leave proposal
  - 6 weeks paid leave for FMLA conditions
  - costs shared by workers, employers, federal government

# Proposed state laws

- Add family leave to TDI – NY & NJ
- New Family & Medical Leave Insurance – WA, OR, IL, MA
- Paid Sick Days – MA, ME, PA
- Small necessities – GA, WI, CO

# It's popular and needed - What's the hold up?

- Business lobby opposed to government mandates, loss of “control”
- Workers worried about jobs
- States worried about competition
- Policy makers worried about \$ and smear attacks
- State coalitions with inadequate resources