

2017 SNAPSHOT OF OPERATIONAL POLICIES

Location	Covers	Program type	Total length	Wage replacement	Eligibility	Funding
U.S. (FMLA)	TDI/PFL	n/a	12 weeks	0%	Based on: Job tenure, work hours, AND employer size	n/a
California	TDI/PFL	Social insurance & limited employer private options	52 weeks TDI/6 weeks PFL	55%, weekly max of \$1,173; 2018 PFL benefit increases to 70% for those earning < 1/3 AWW, & 60% for others	Based on: prior earnings	Employee payroll tax
New Jersey	TDI/PFL	Social insurance & limited employer private options	26 weeks TDI/6 weeks PFL	66%, weekly max of \$633	Based on: prior earnings	Employer & employee payroll taxes
Rhode Island	TDI/PFL	Social insurance	30 weeks TDI/4weeks PFL	60%, weekly max of \$817 plus dependent benefits	Based on: prior earnings	Employee payroll taxes
New York	TDI	State fund, with highly-regulated private options	26 weeks TDI	TDI: 50%, weekly max of \$170	Based on: job tenure, OR work hours (domestic or personal employees)	Employee payroll taxes & employer covers balance
Hawaii	TDI	Employer mandate	26 weeks TDI	58%, weekly max of \$594	Based on: job tenure, work hours, AND prior earnings	Employee payroll taxes & employer covers balance

Overview of pending policies

Location	Covers	Program type	Total length	Wage replacement	Eligibility	Funding
New York	PFL	State fund, with highly-regulated private options	12* weeks PFL	PFL: 67% up to a cap of 67% of state AWW*	Based on: Job tenure	Employee payroll tax
D.C.	TDI/PFL	Social insurance	2 weeks TDI/8 weeks PFL	90% of earnings up to 150% of D.C. min wage, plus 50% of earnings above this threshold, weekly max of \$1,000	Based on: Employment history	Employer payroll tax
Washington	TDI/PFL	Social insurance & limited employer private options	12-14 weeks TDI/12 weeks PFL (total of 16-18 weeks)	90% AWW up to 50% of state wide AWW, plus 50% of employee's AWW for all earnings above 50% of statewide AWW, with weekly max of \$1,000	Based on: Work hours	Employer & employee payroll taxes

Key Principles of Good Policy

- Covers all workers, wherever they work, regardless of business size.
- Covers workers when they change jobs.
- All participate.
- Gender-neutral, not just women.
- Broad leave purposes.
- Benefits calibrated to maximize uptake across income levels.
- Job protection for all leave-takers.
- Sustainable funding mechanism and source for start-up.
- Builds on, rather than supplants, existing employer-provided leave, union contracts.



Paid Leave Intended Consequences

STRENGTHEN:

- @ breastfeeding
- @ vaccinations
- @ jobs/economic well-being
- @ women's workforce attachment
- @ families
- @ role of dads
- @ senior independence
- @ healing



LOWER:

- ↓ maternal mortality
- ↓ infant mortality
- ↓ premature births
- ↓ inequality
- ↓ family instability



GET THE FACTS:
familyvaluesatwork.org/facts