

USA **FACTS**

Paid Family and Medical Leave

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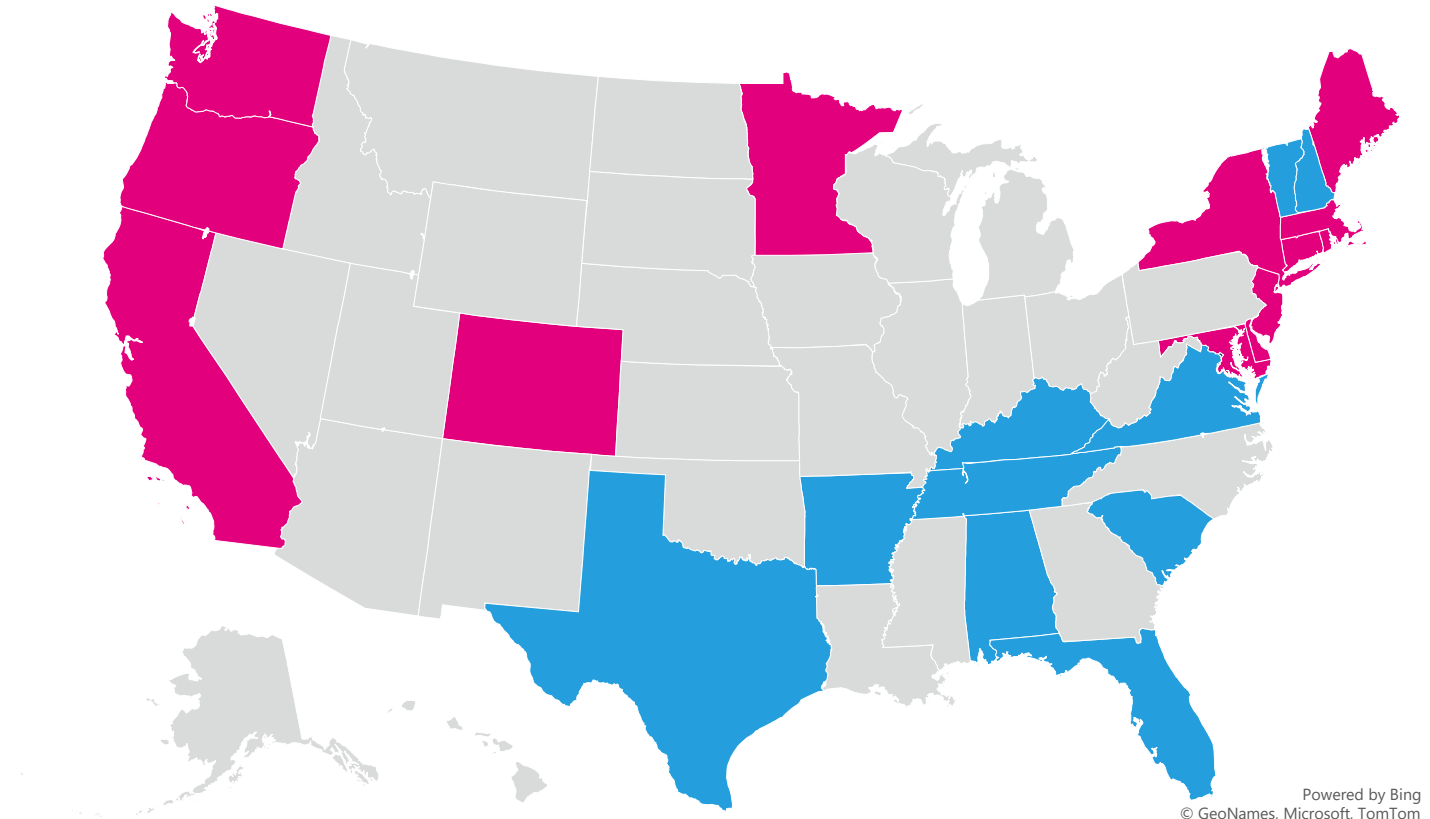
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Without a comprehensive federal policy, a growing number of states are enacting their own paid family and medical leave laws

State Paid Family and Medical Laws

- **Thirteen states and DC** have mandatory paid family and medical leave laws
- Ten additional states have authorized the sale of paid family leave as a private insurance product for voluntary purchase

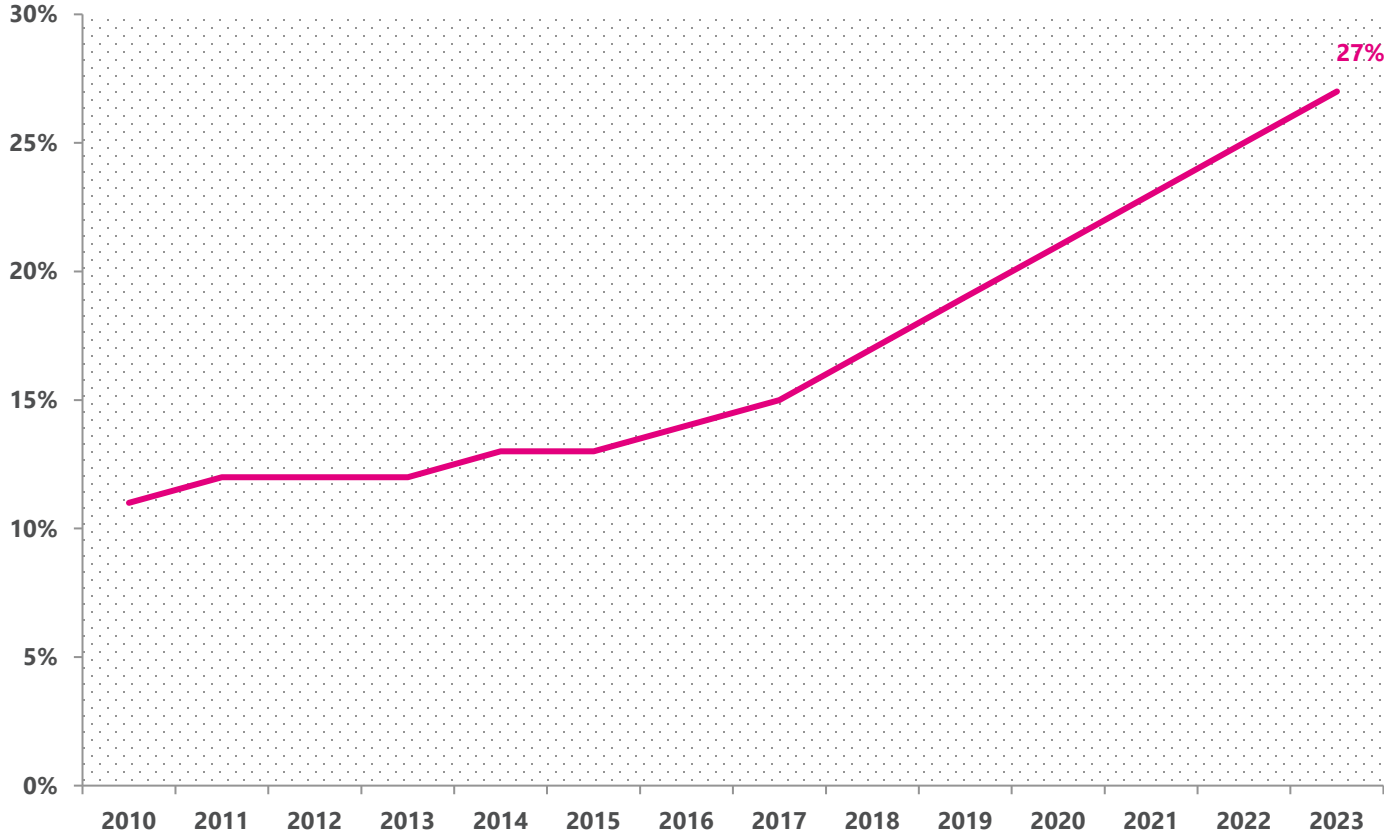


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■ Mandatory law ■ Private Insurance Authorized (Voluntary)

While workers who receive paid family leave from their employers are in the minority, the benefit has become more prominent in recent years

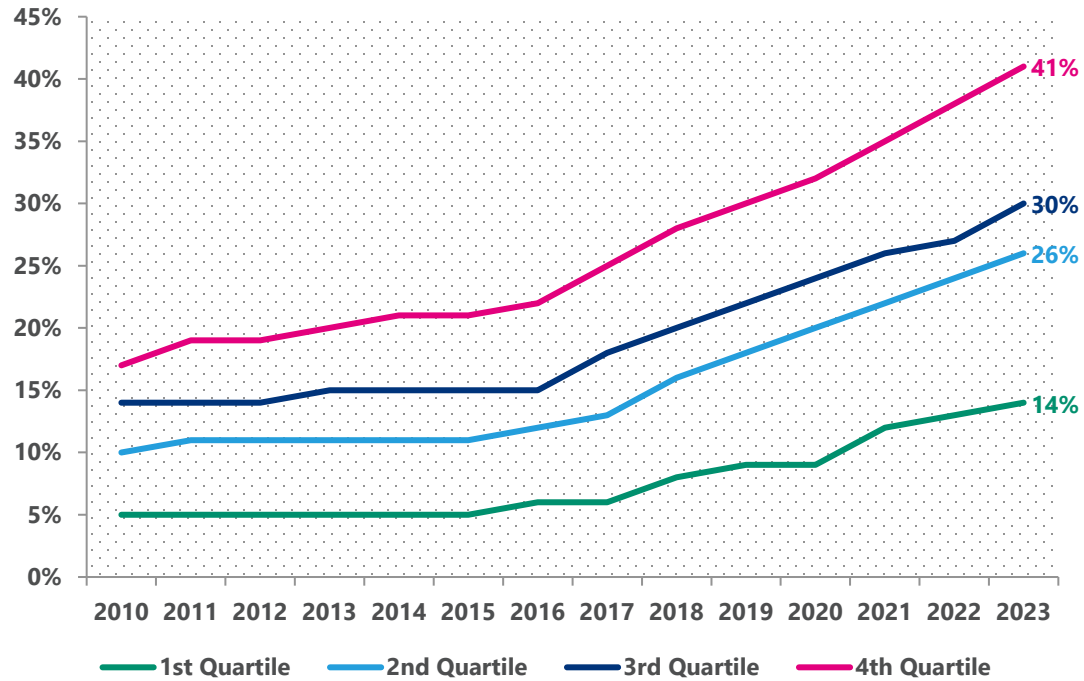
Percent of Workers with Paid Family Leave as an Employer Benefit, 2010-2023



Source: Bureau of Labor Statistics, National Compensation Survey

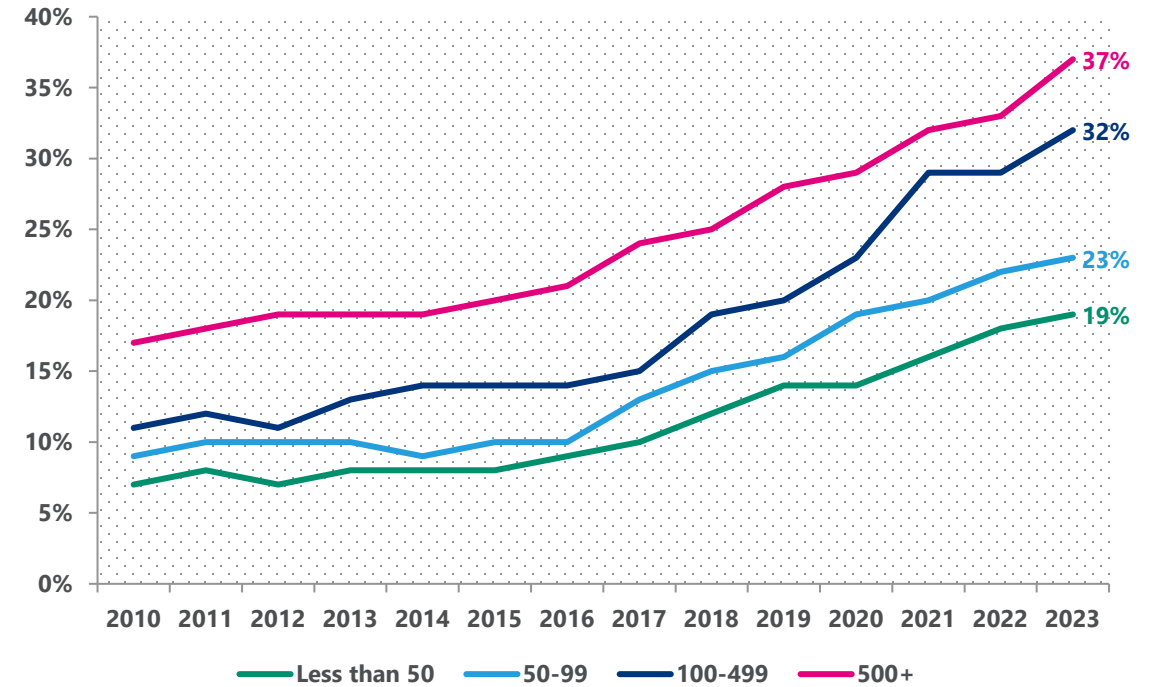
High-wage workers and those working for large employers are the most likely to receive paid family leave as an employer benefits

Percent of workers with employer-provided paid family leave by wage quintile, 2010-2023



Source: Bureau of Labor Statistics, National Compensation Survey

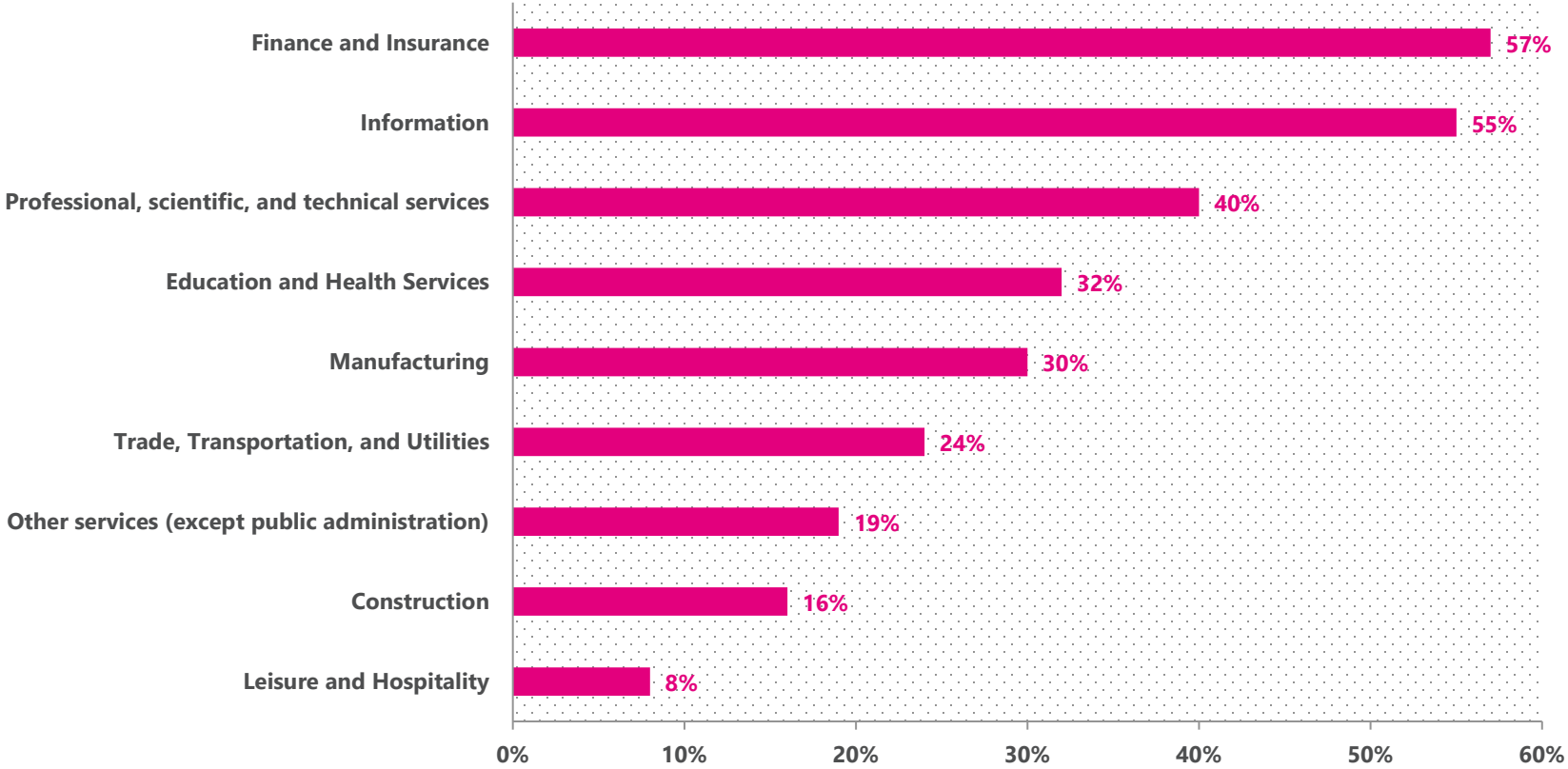
Percent of workers with employer-provided paid family leave by employer size, 2010-2023



Source: Bureau of Labor Statistics, National Compensation Survey

Finance and information industries are most likely to provide paid family leave

Employer Provided Paid Family Leave Benefits by Industry, 2023



Source: Bureau of Labor Statistics, National Compensation Survey

What do workers do without a nationwide paid leave benefit?

Department of Labor FMLA survey, 2018:

- 66% who took FMLA combined other forms of leave to get paid while on leave. Among them:
 - 70% used sick leave
 - 60% used vacation days
 - 8% used a state paid family leave benefit
 - 30% used temporary disability insurance
- Among those with partial or no pay
 - 76% limited spending
 - 43% used savings intended for this situation
 - 34% used savings intended for something else
 - 31% borrowed
 - 27% put off paying bills
 - 27% cut leave time short
 - 17% went on public assistance

Data Limitations

Employer-Provided PFL Benefits (BLS)

- Limited to percent of workers with access to the benefit
- No data on characteristics of the benefit, such as duration or wage replacement
- No data on frequency or duration of leave taking

FMLA Data (DOL)

- Significant lags and inconsistently provided
 - Most recent data is from 2018
 - Next most recent is from 2012

State Program Data

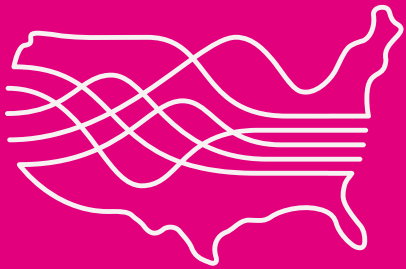
- No consistency in reporting
- Reported data often focuses on program performance vs individual experience

Thank you!

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