



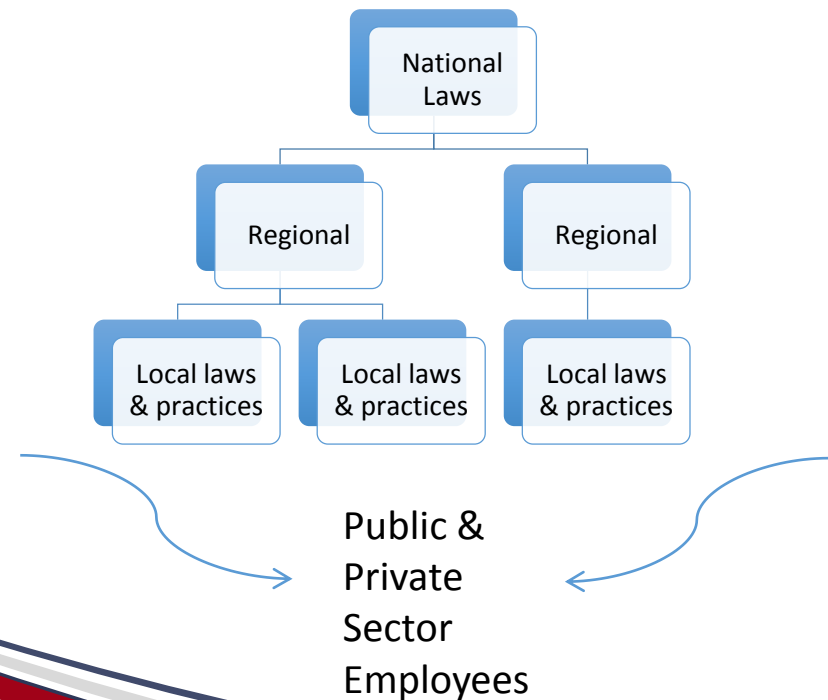
***THE PATH LESS CHOSEN: EVOLUTION
OF LEAVE IN THE USA***

The path less chosen: Evolution of parental leave in the USA

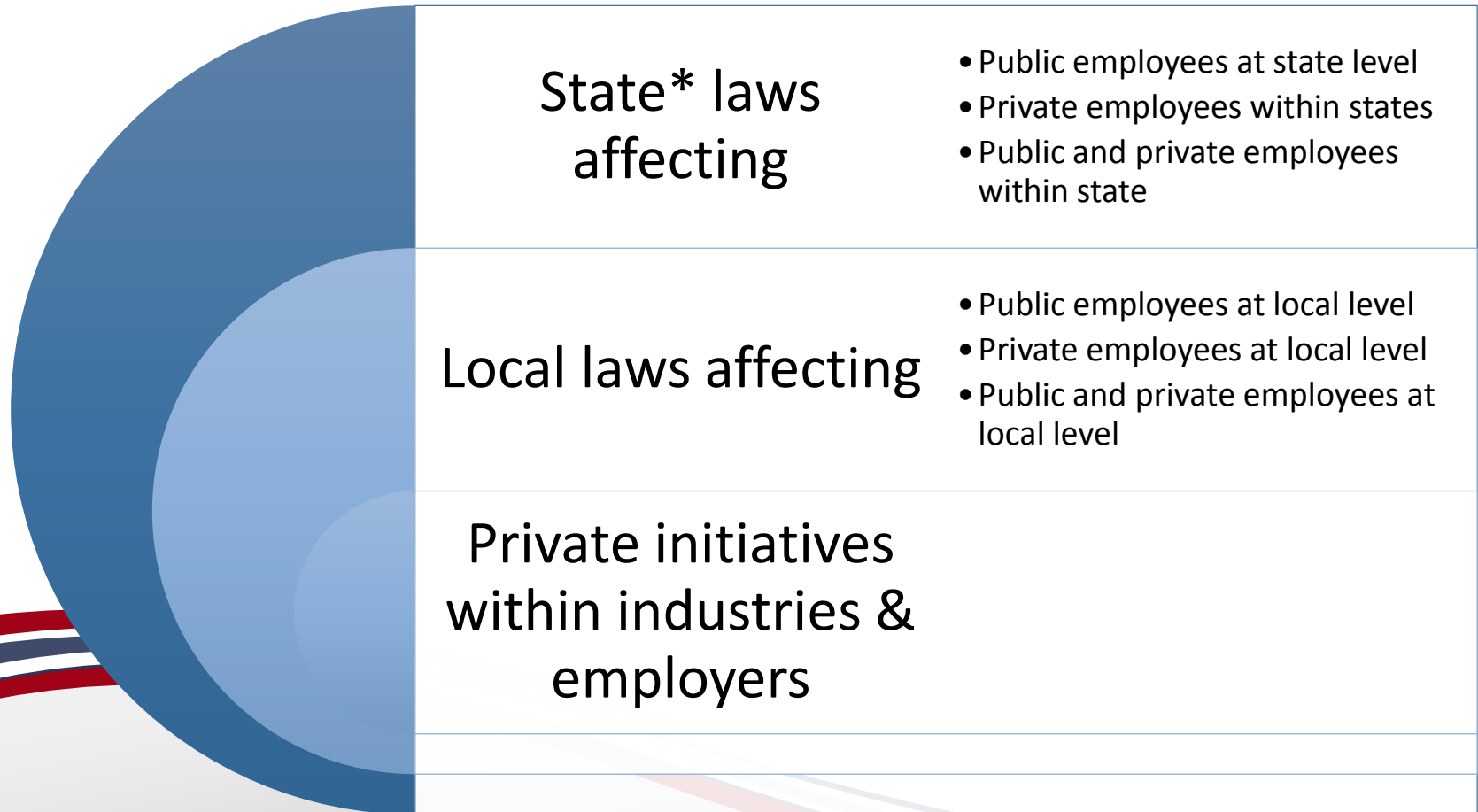
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Policy analysis approach to studying leave...

- Typically begins with higher order government that passes law to lower levels to cover public and private employees.

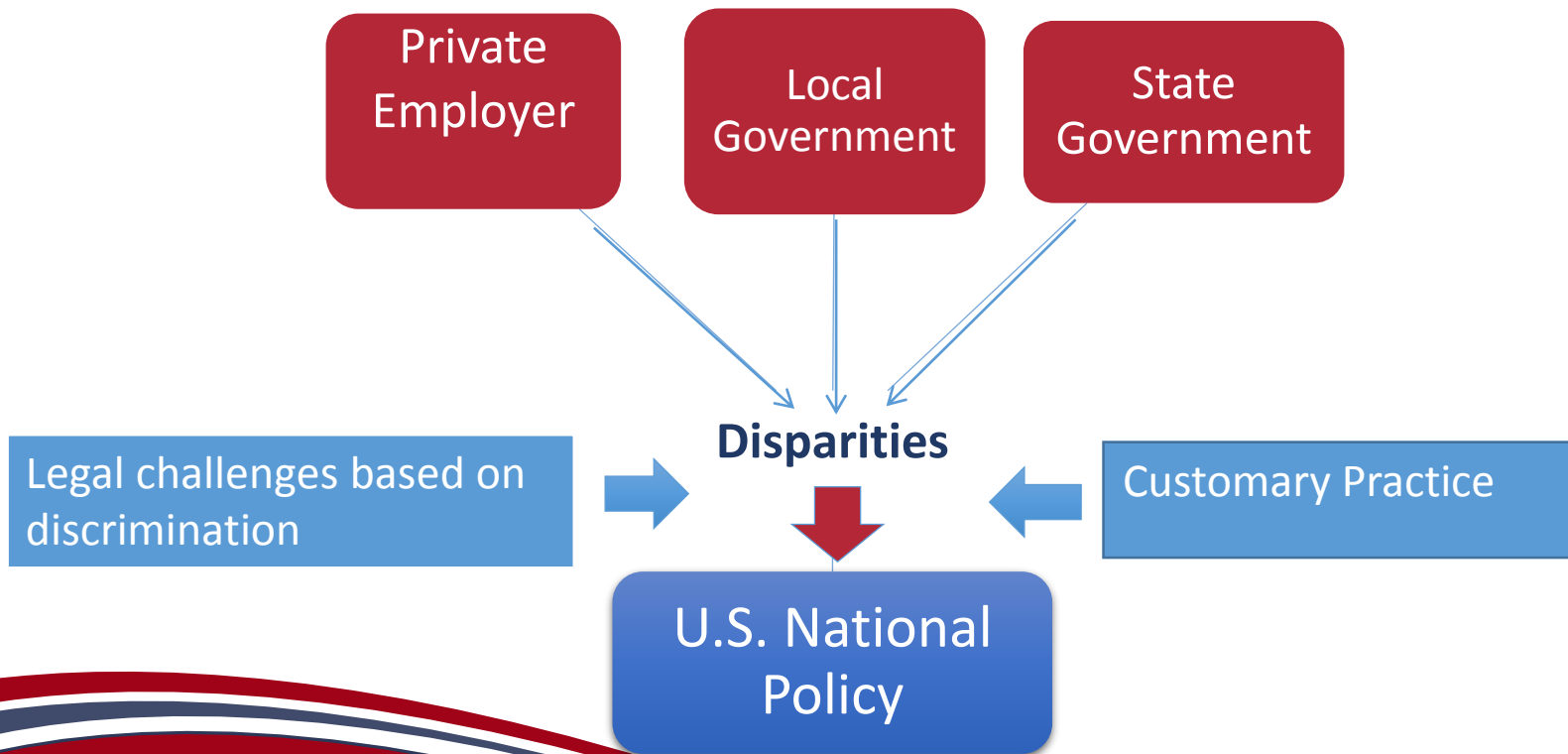


U.S. process affecting leave coverage



*U.S. territories included here

Bottoms-up or path less chosen



Following the path less chosen...

- A review of public policies on family leave in the U.S.
 - FMLA, Federal employees
 - State & local initiated maternity and parental leave
- Who gets leave
 - Influence of unions, firm size
- Public and private leave coverage
- Disparities created by this approach leading to public policies

Family and Medical Leave Act 1993

25th
anniversary

- Up to 12 weeks of unpaid job-protected leave
- Individual entitlement
- Eligibility
 - Workplace: 50+ employees
 - Employee: worked for same employer 1+ year and 1,250+ hours previous year
- 59% of US employees meet all requirements

Federal Employees

- Executive order under Obama in 2015
- Federal employees allowed to use up to 6 weeks of paid sick leave to care for a new child or ill family member
- In cases where employee does not have this available, they can get an “advance” in leave

State Leave Policies

	Year passed/in effect	Length of parental leave	Level of pay	Maximum pay per week	Job protection
California	2002/2004	6 weeks	60-70%	\$1,216	No
New Jersey	2008/2009	6 weeks	66%	\$633	No
Rhode Island	2013/2014	4 weeks	60%	\$831	Yes
New York	2016/2018	8-12 weeks	50-67%	\$1,296	Yes
Washington	2007/2020	12 weeks	90%	\$1,000	Yes

Note: When fully implemented in 2021, NY will provide 12 weeks at 67% pay

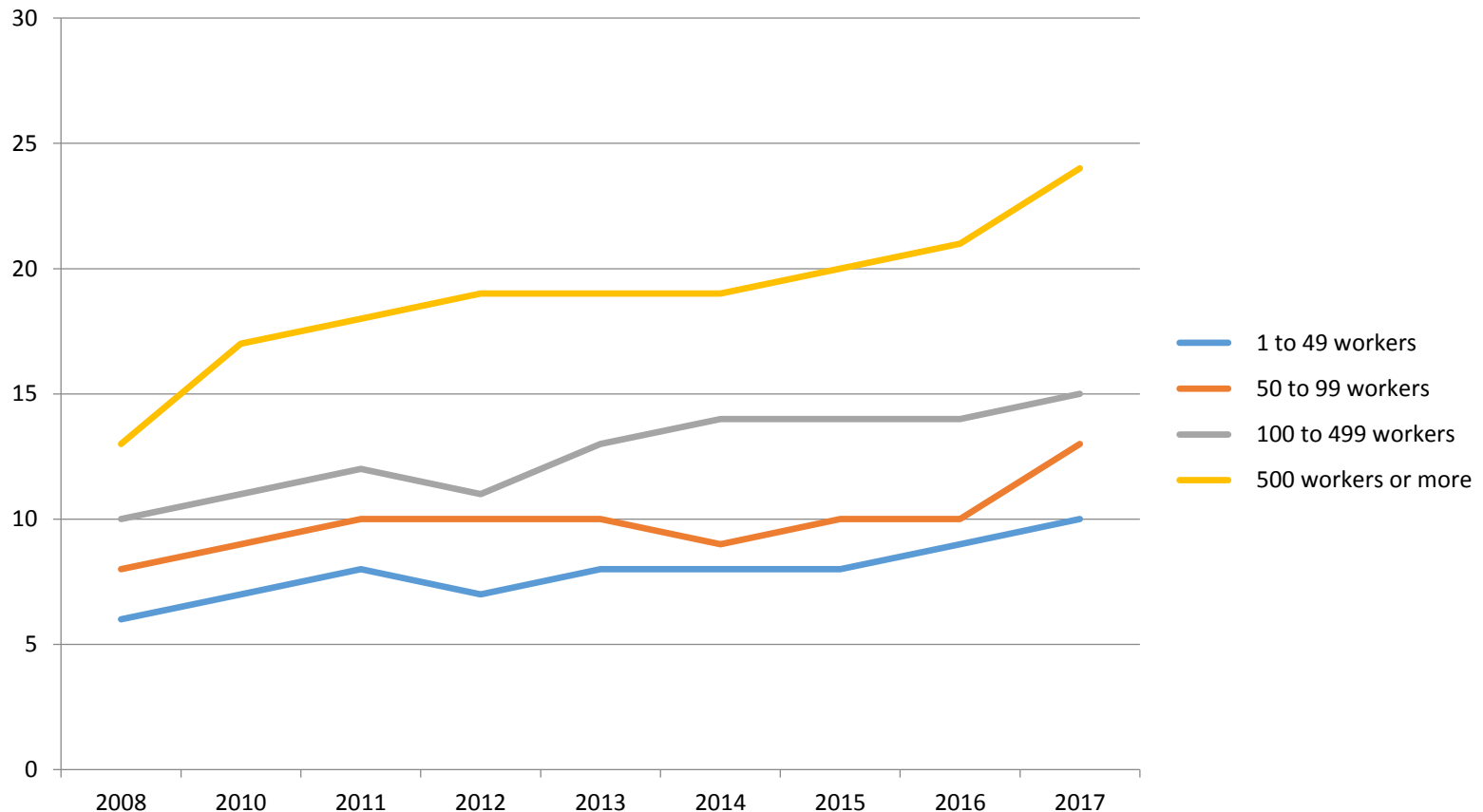
State & local governments provide paid parental leave for public employees ...

- Alleghany County, PA
- Seattle, WA & King County, WA
- Pittsburgh, PA
- St. Paul, MN & Brooklyn Park, MN
- St. Petersburg, FL
- Chicago, IL
- Austin, TX
- Boston, MA
- San Francisco, CA
- Fairfax, VA
- Washington, D.C.
- Arkansas
- Massachusetts
- and more

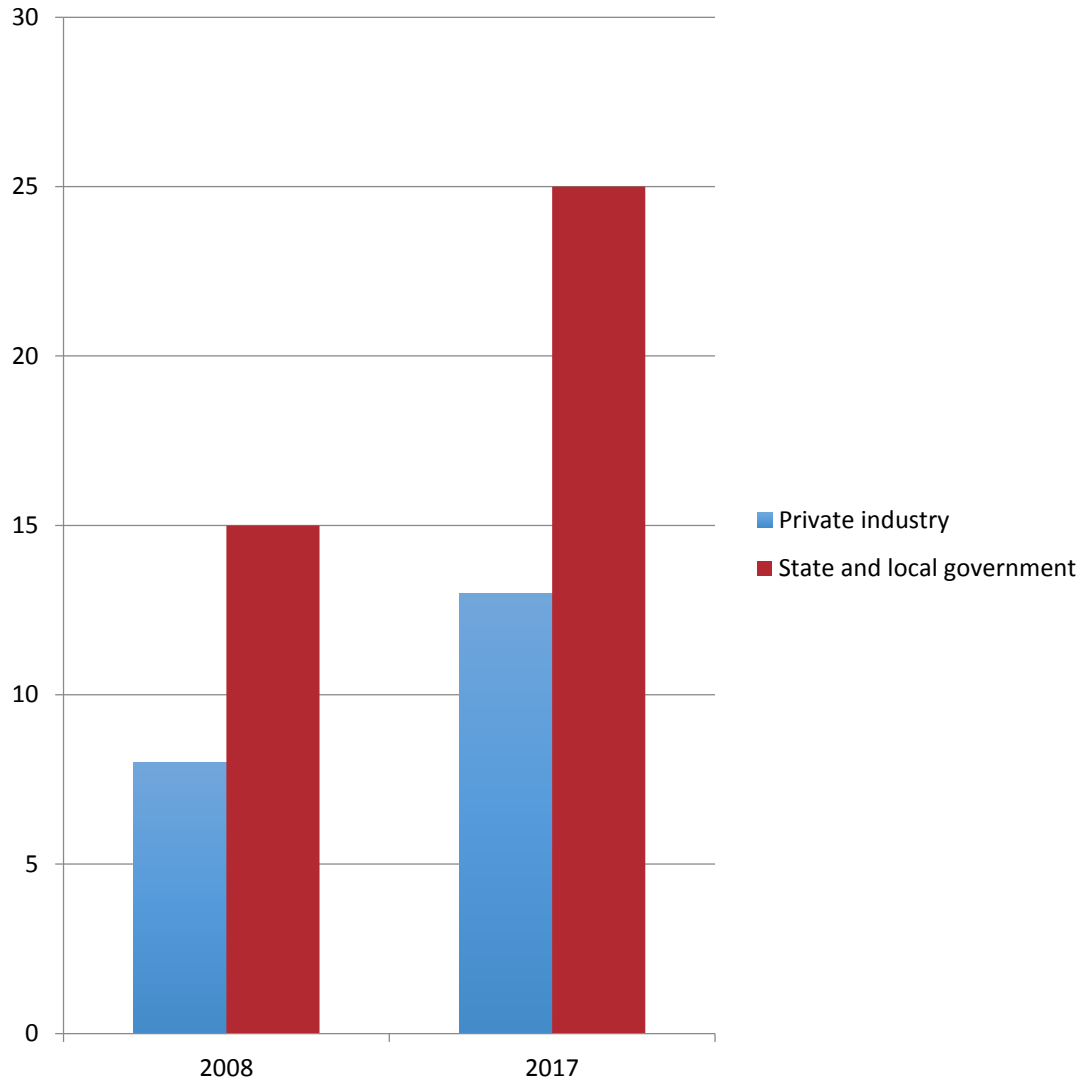
Do unions make a difference?

- Coverage for paid and unpaid leave between union workers was slightly higher than non-union workers in 2017.
 - 19% of union workers are entitled to paid family leave benefits and 93% have unpaid family leave benefits.
 - 14% of non-union workers are entitled to paid family leave benefits and 87% have unpaid family leave benefits.
- Paid leave coverage for union & nonunion workers was between 1-2% in 1995.

Paid family leave coverage grows as size of the firm increases



Paid leave coverage of Public vs. Private workers, 2008 & 2017

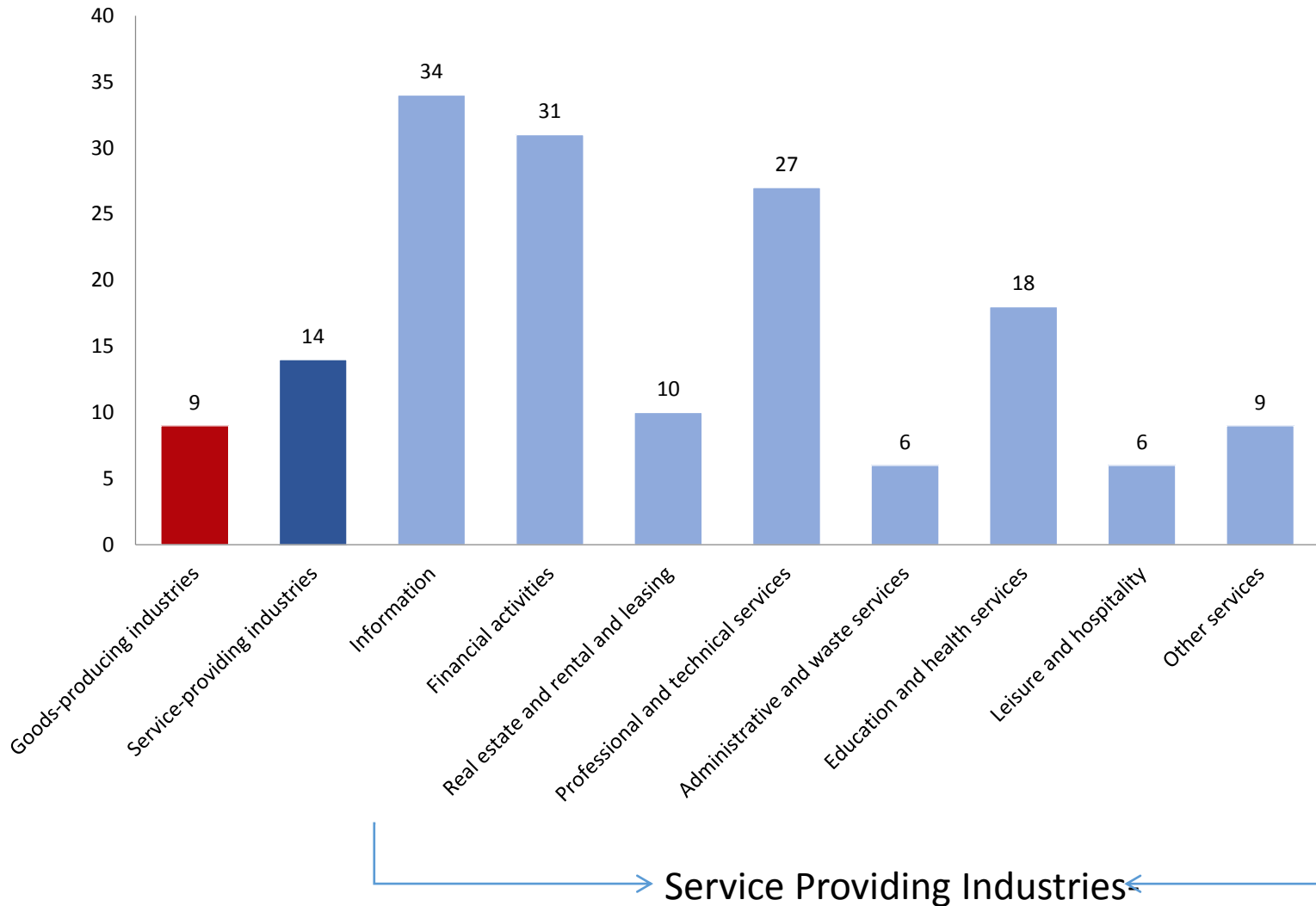


Paid family leave coverage has grown for all employees.

67% increase since 2008 in paid family leave coverage for state and local government employees.

State & local government employees are almost twice as likely to have paid family leave coverage.

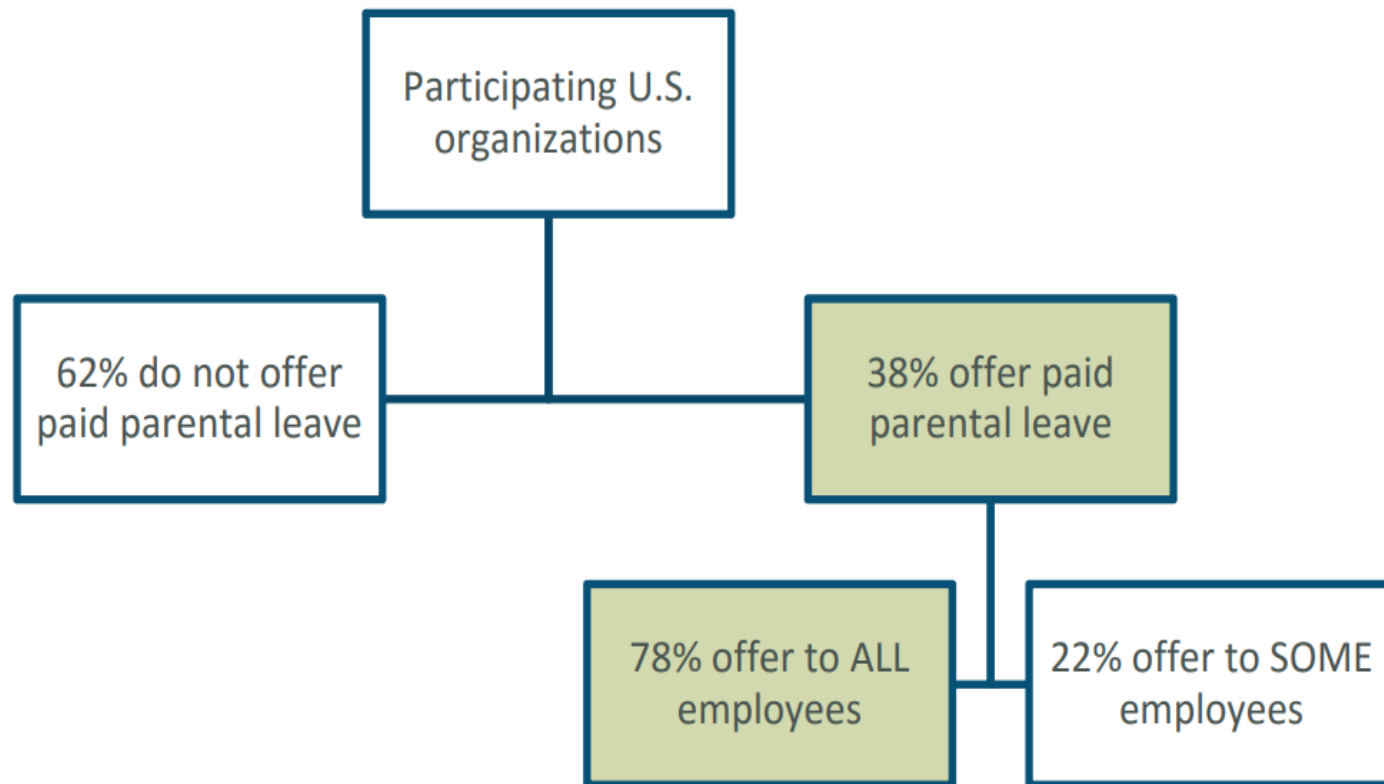
Percent of private workforce with paid family leave benefits by type of industry, 2017



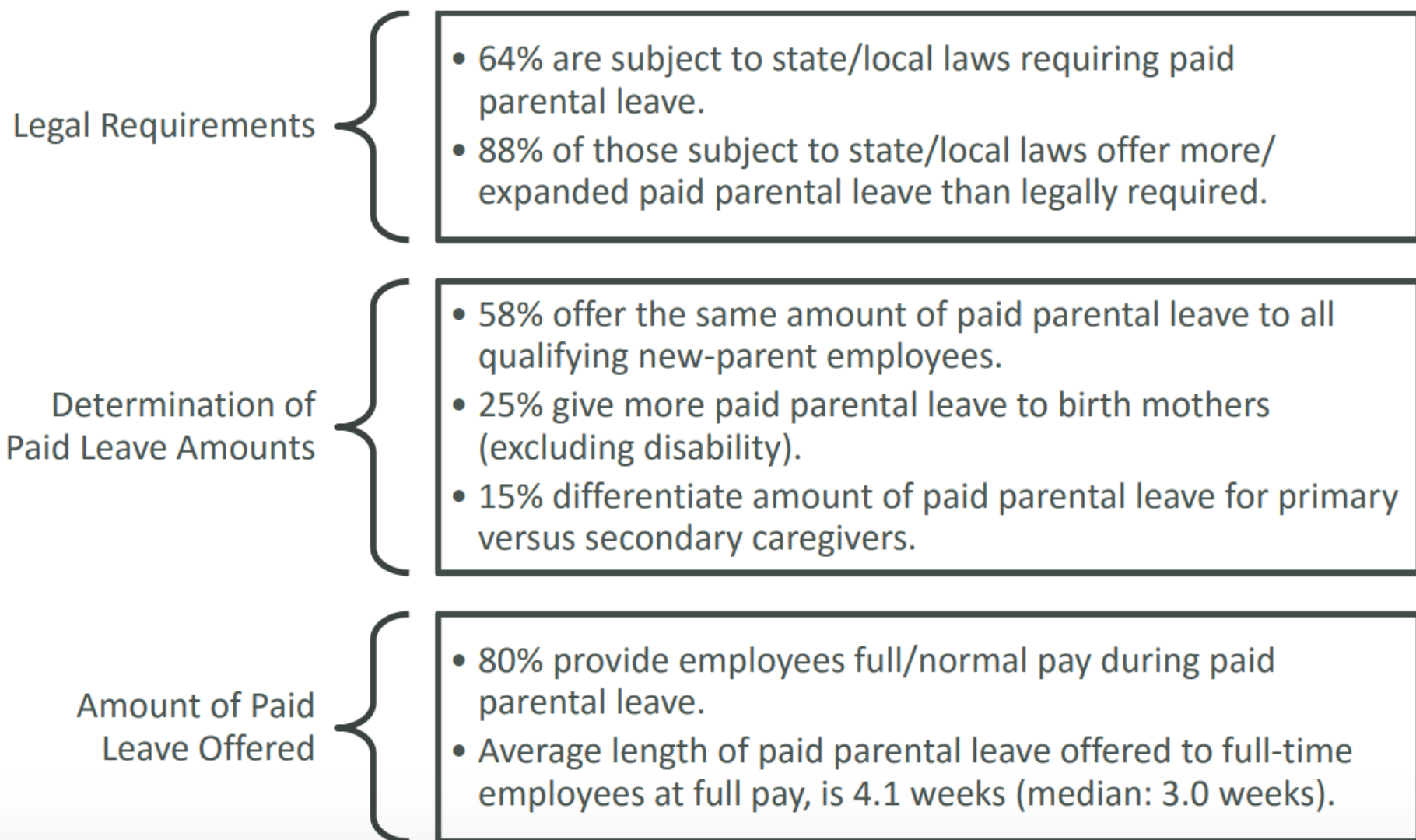
Company Policies

10 weeks	12 weeks	14 weeks	16 weeks	18 weeks	20 weeks	21+ weeks
<ul style="list-style-type: none">• Airbnb• CVS• Hilton• Lowe's• Walmart	<ul style="list-style-type: none">• BP America• CarMax• Choice Hotels• Coca-Cola• DOW Chemical• Gap• LinkedIn• Sallie Mae• Whirlpool	<ul style="list-style-type: none">• Kering• LL Bean• Nestle• Nike	<ul style="list-style-type: none">• Bank of America• Citi• Ernst & Young• Facebook• Honest• IKEA• Levi Strauss• Mastercard• PayPal• Pinterest• Procter & Gamble• Shell• Vanguard• Zillow	<ul style="list-style-type: none">• 3M• Capital One• GoDaddy• Hasbro• Lyft• Starbucks	<ul style="list-style-type: none">• Amazon• IBM• Microsoft• Twitter	<ul style="list-style-type: none">• Adobe• American Express• Deloitte• eBay• Etsy• Mozilla• Netflix• Spotify

Availability at Organizational Level



Of the 38% of organizations that offer paid parental leave to all or some new-parent employees:



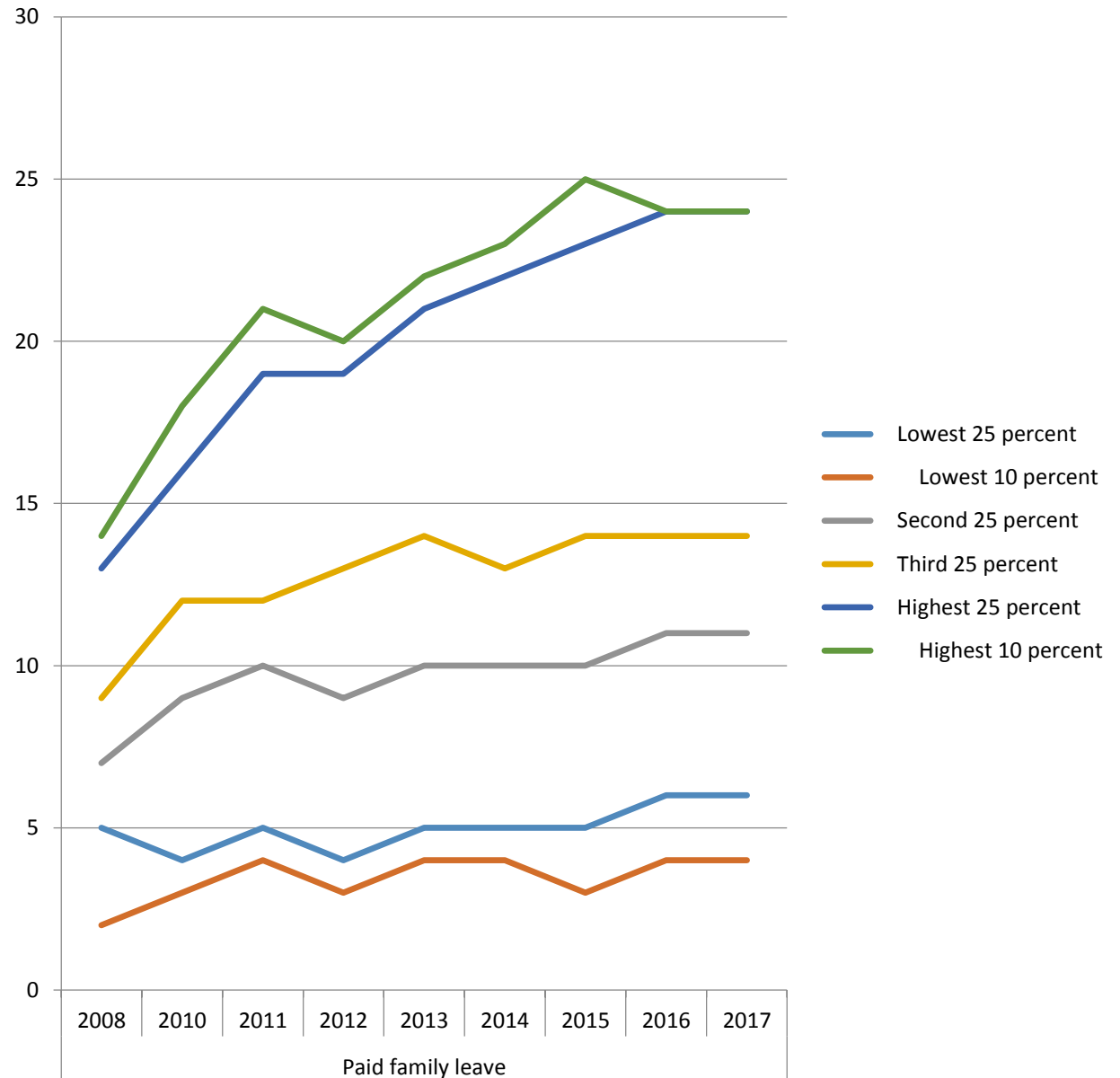
Disparities

- By gender
- By income
- By race/ethnicity

Gender differences: 1994-2015

- Number of men and women on leave
 - Changed little for women (around 273,000 per month)
 - Increased from 5,800 per month in 1994 to 22,000 per month in 2015 for men
- Men more likely to be paid at higher levels during their leave
 - Men average 66% of pay
 - Women average 47.5% of pay
- Men with access to paid leave grew almost twice as fast as women

As income increases,
access to
paid family
leave in
the U.S.
increases



Race/ethnicity differences

	% of mothers on maternity leave	% of mothers giving birth	Difference	Significant
White	68.8	56.5	+12.3	**
Black	12.5	14.7	-2.3	**
Hispanic	12.0	21.7	-9.7	**
Other	6.7	7.1	-0.4	

Access to paid parental leave: 50% of Whites, 48% of Asians, 43% of Blacks, 25% of Latinos

In conclusion...

- More progress than generally noted by top-down approach.
- Need to focus more on state, local and private initiatives to accelerate leave policy in the U.S.
- Bottom-up approach takes longer but what are advantages & disadvantages.
- Is the U.S. unique?

• THANK YOU!

