

Washington's Working Families, 2006

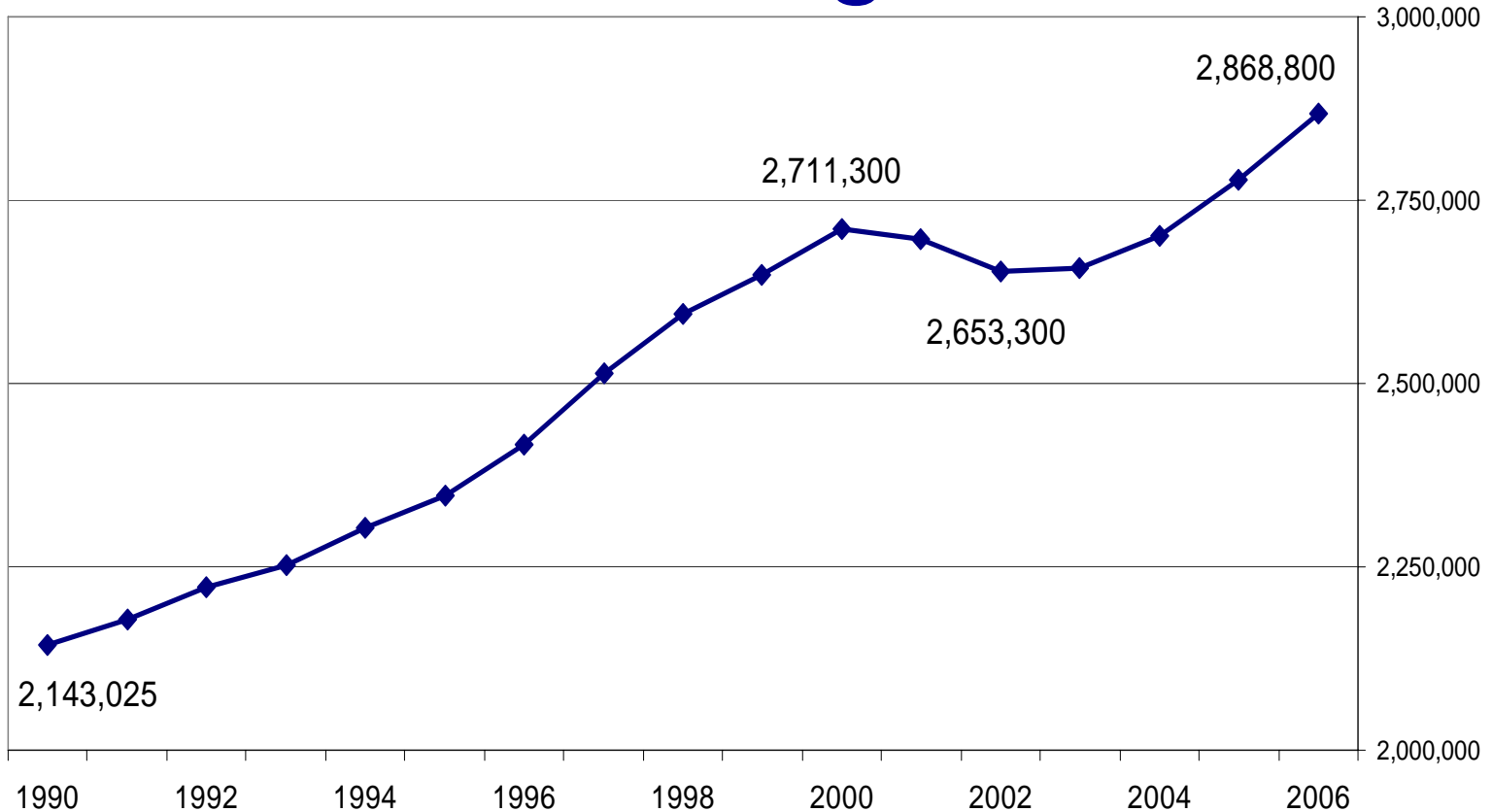
Presented to the House Commerce and
Labor Committee, January 18, 2007

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www.eoionline.org

Washington's Good Economic News

- Jobs grew rapidly in 2005 and 2006
- Jobs grew in most sectors
- Jobs grew in most regions of the state
- Washington's job growth rate (3.2% Nov. '05-Nov. '06) is well above the national average (1.1%)
- Washington's lowest wage workers kept pace with inflation through the recession
- Nationally, productivity grew 3.1% annually 2000-2005

Nonagricultural Jobs in Washington



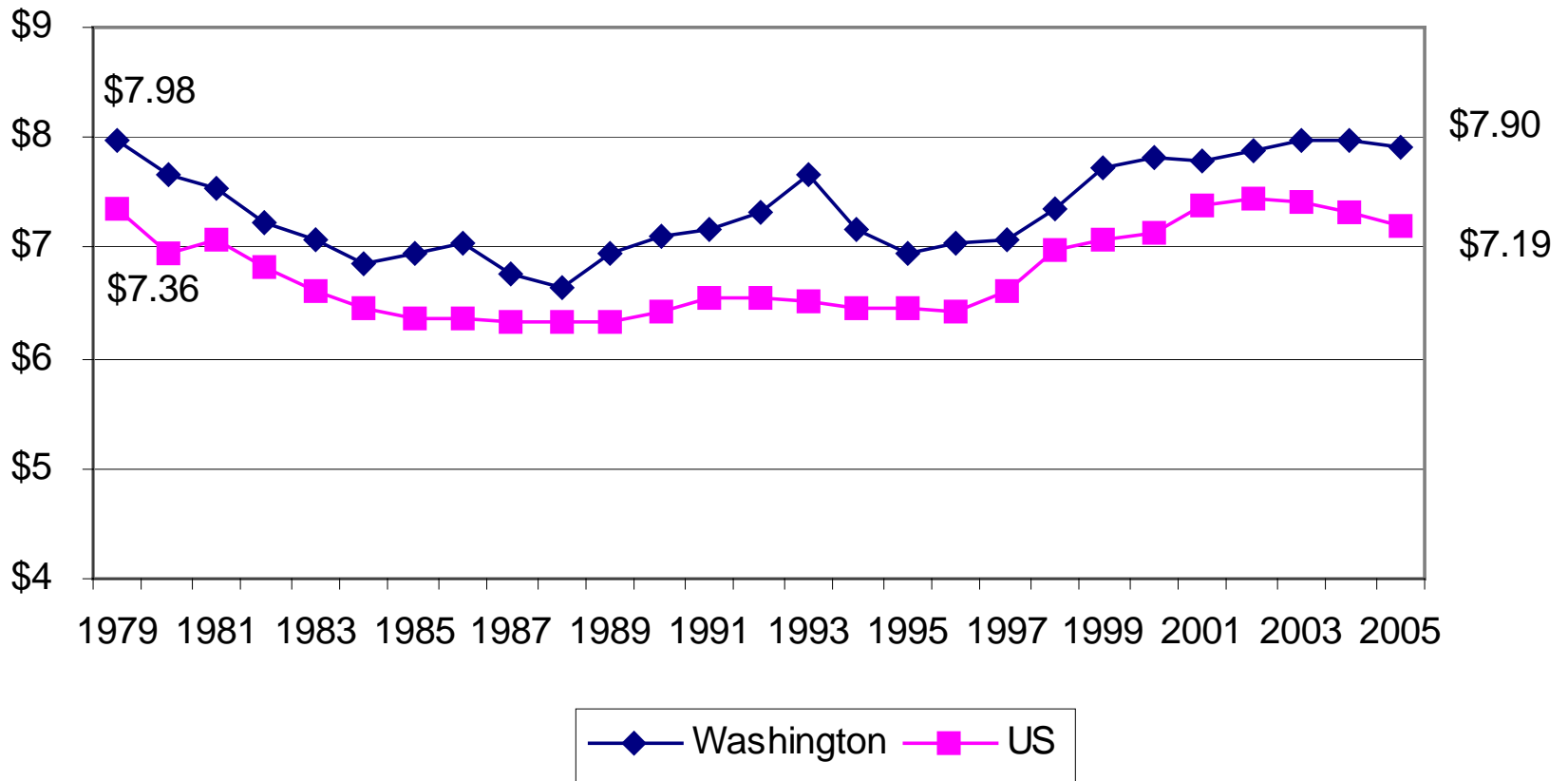
Source: Washington State Employment Security Department

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Washington's Bad Economic News

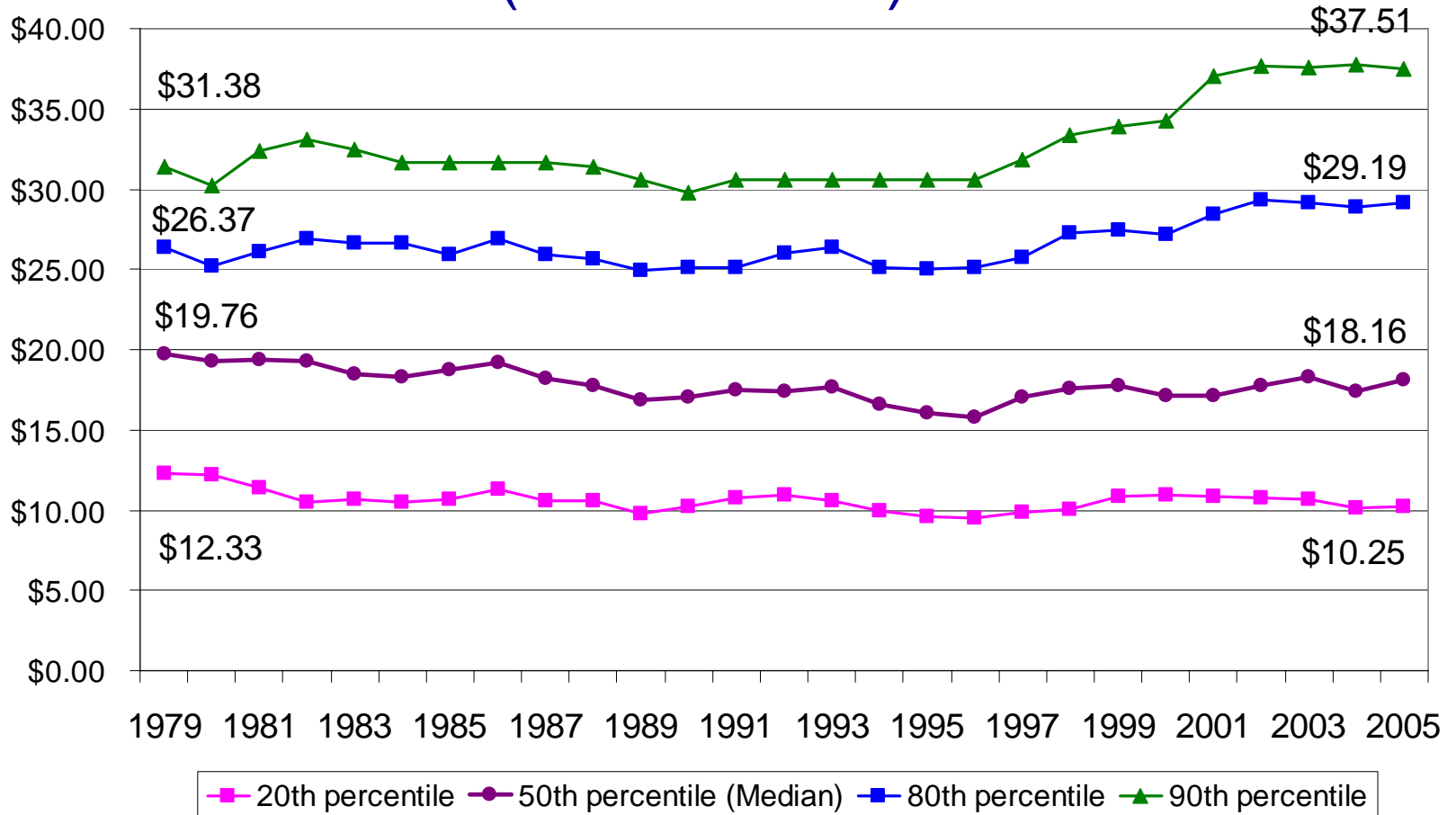
- Recovery from recession is not complete –134,000 jobs short of level needed to match population growth
- Productivity growth has not gone to wages for the majority of workers
- Men earn less than in late 1990s
- Women's earnings have just kept pace with inflation, and remain much lower

Hourly Wages for 10th Percentile Earners (2005 dollars)



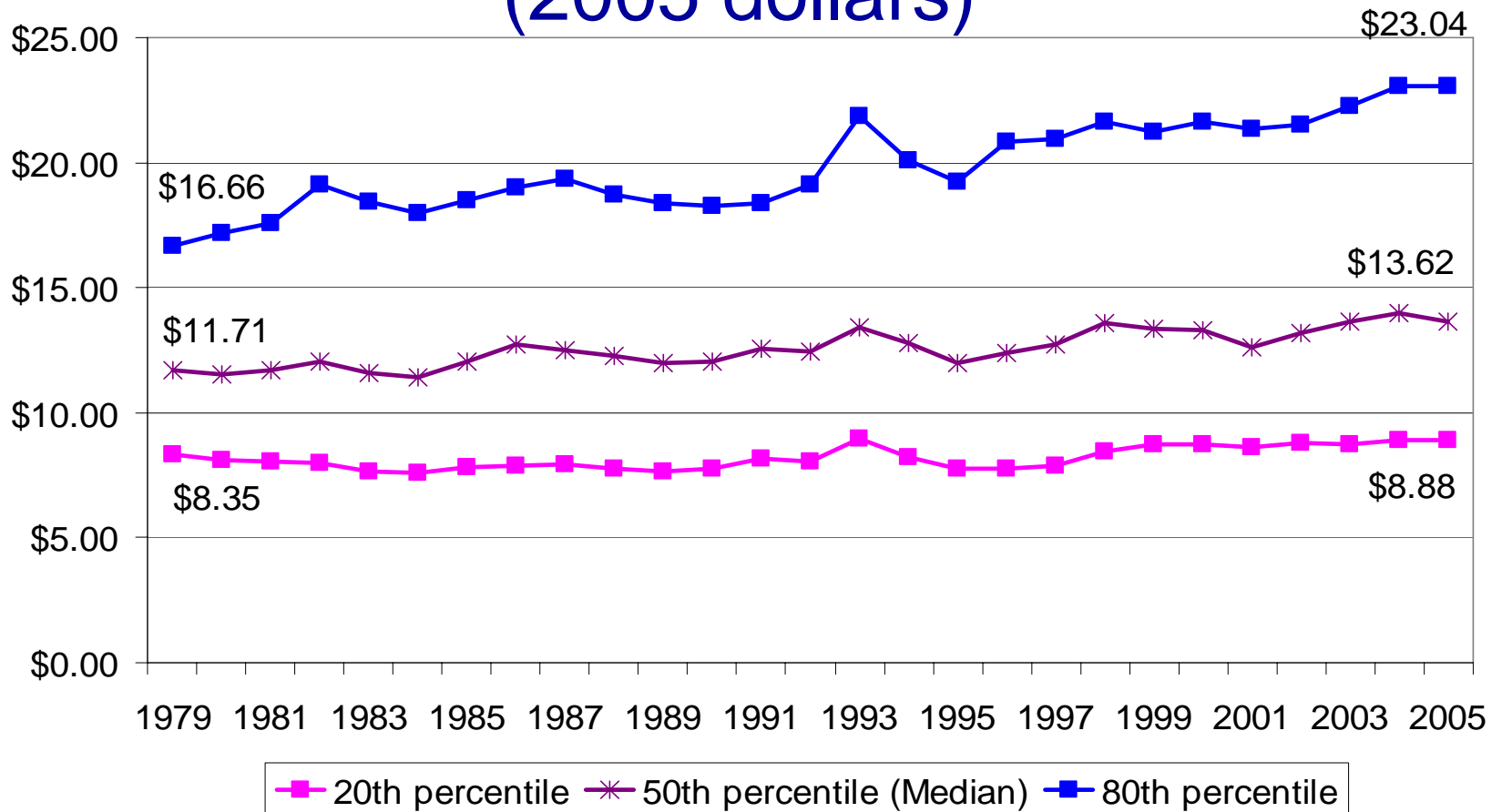
Source: Economic Policy Institute Analysis of Current Population Survey data
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Washington Men's Wages (2005 dollars)



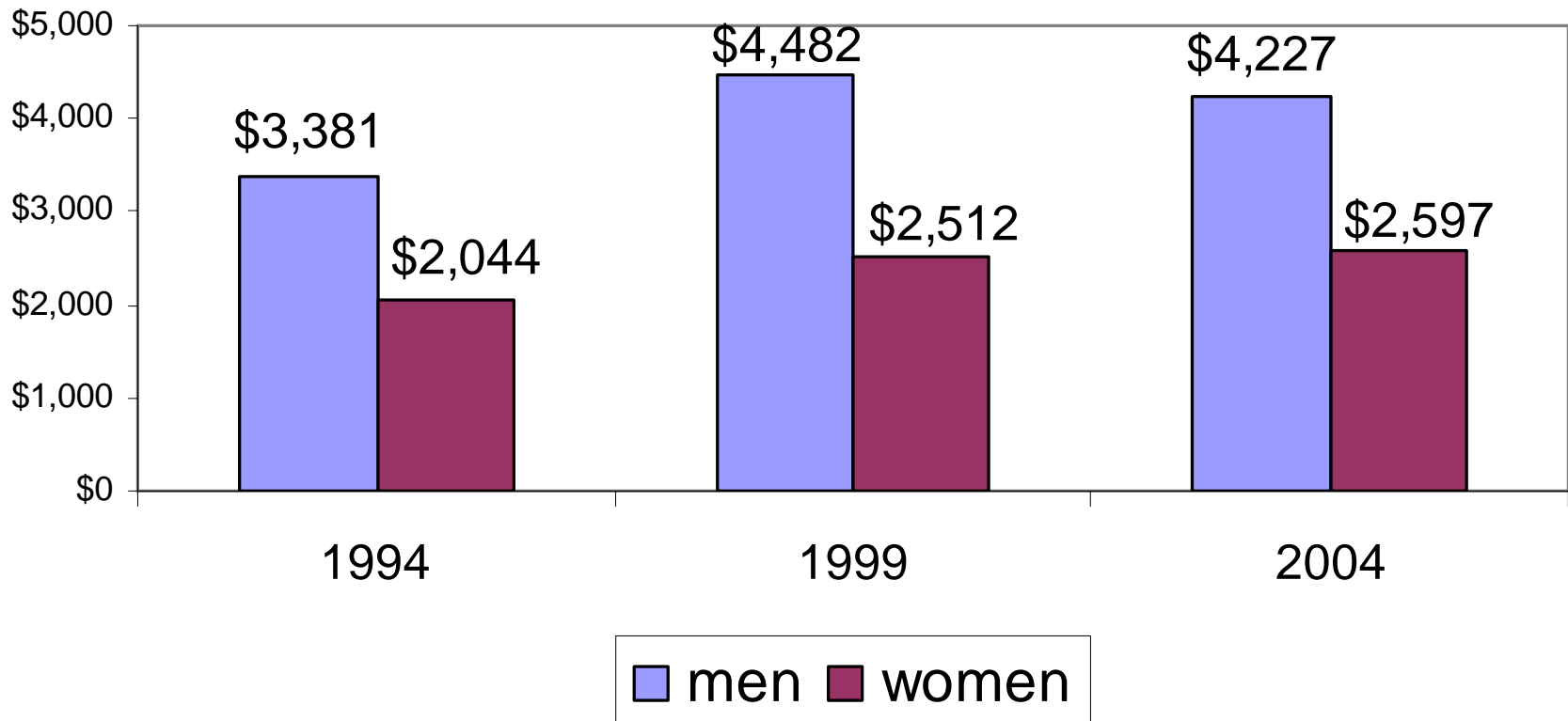
Source: Economic Policy Institute Analysis of Current Population Survey data

Washington Women's Wages (2005 dollars)



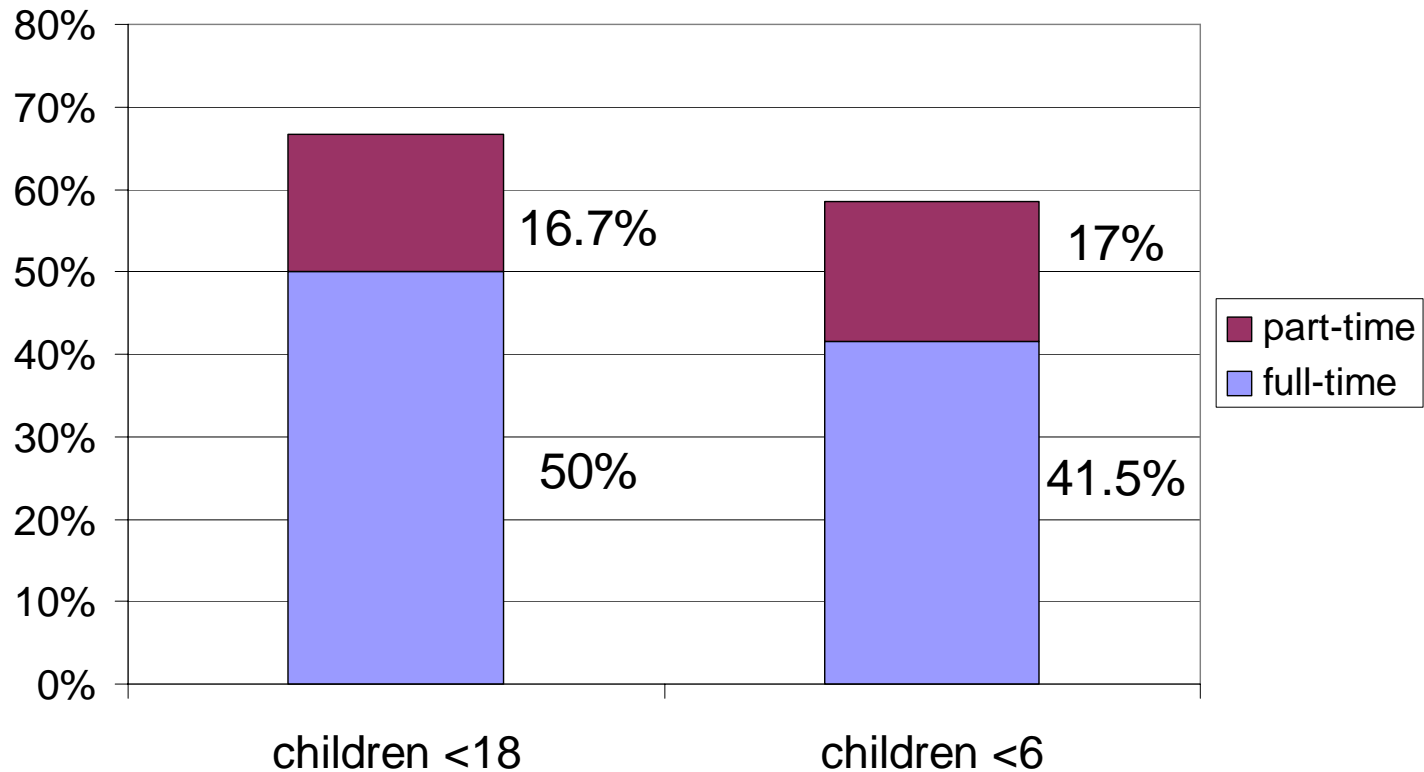
Source: Economic Policy Institute Analysis of Current Population Survey data

Average Monthly Earnings, Washington Workers, (2004 \$)



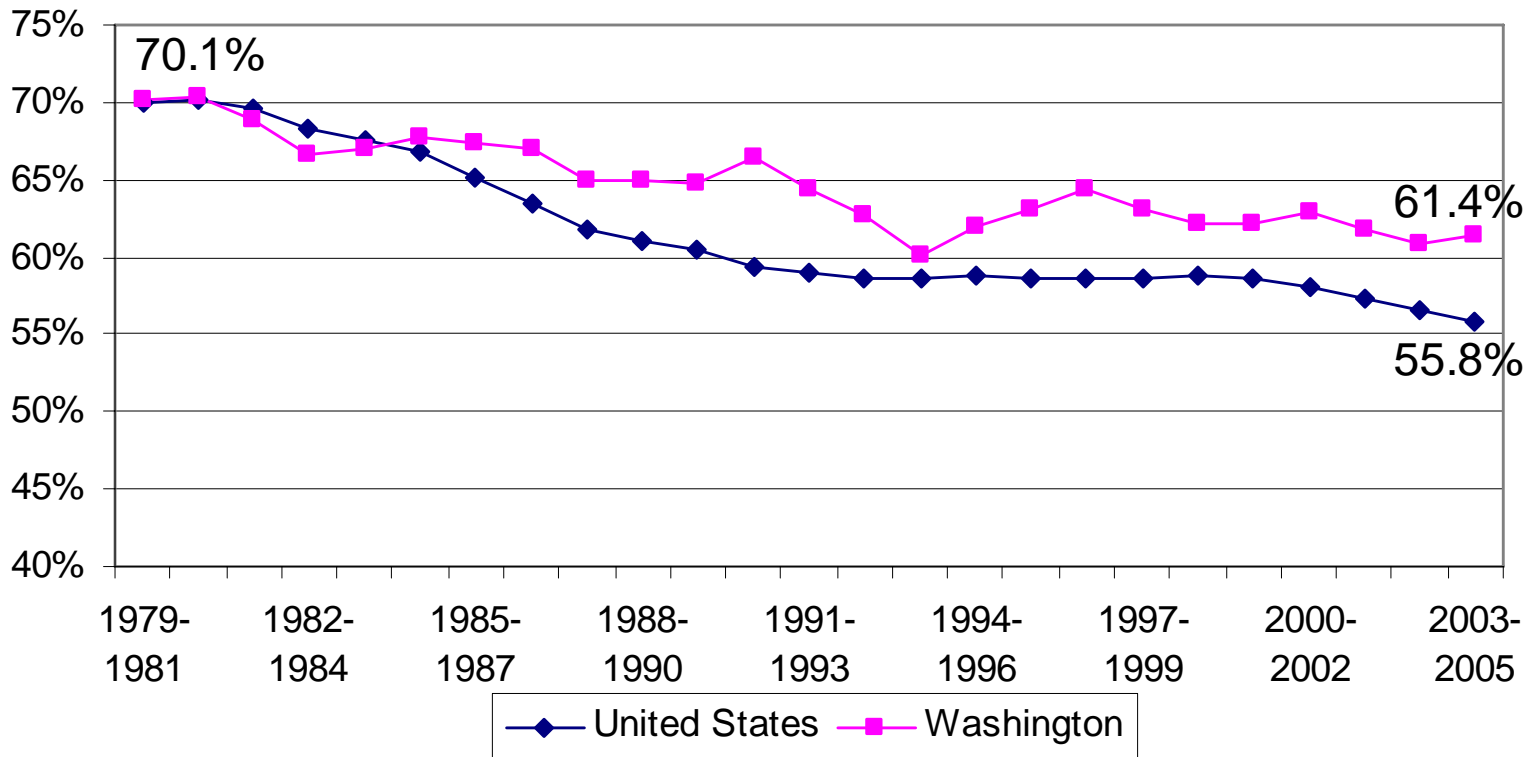
Source: U.S. Census, Quarterly Workforce Indicators

Mothers in U.S. Employed, 2005



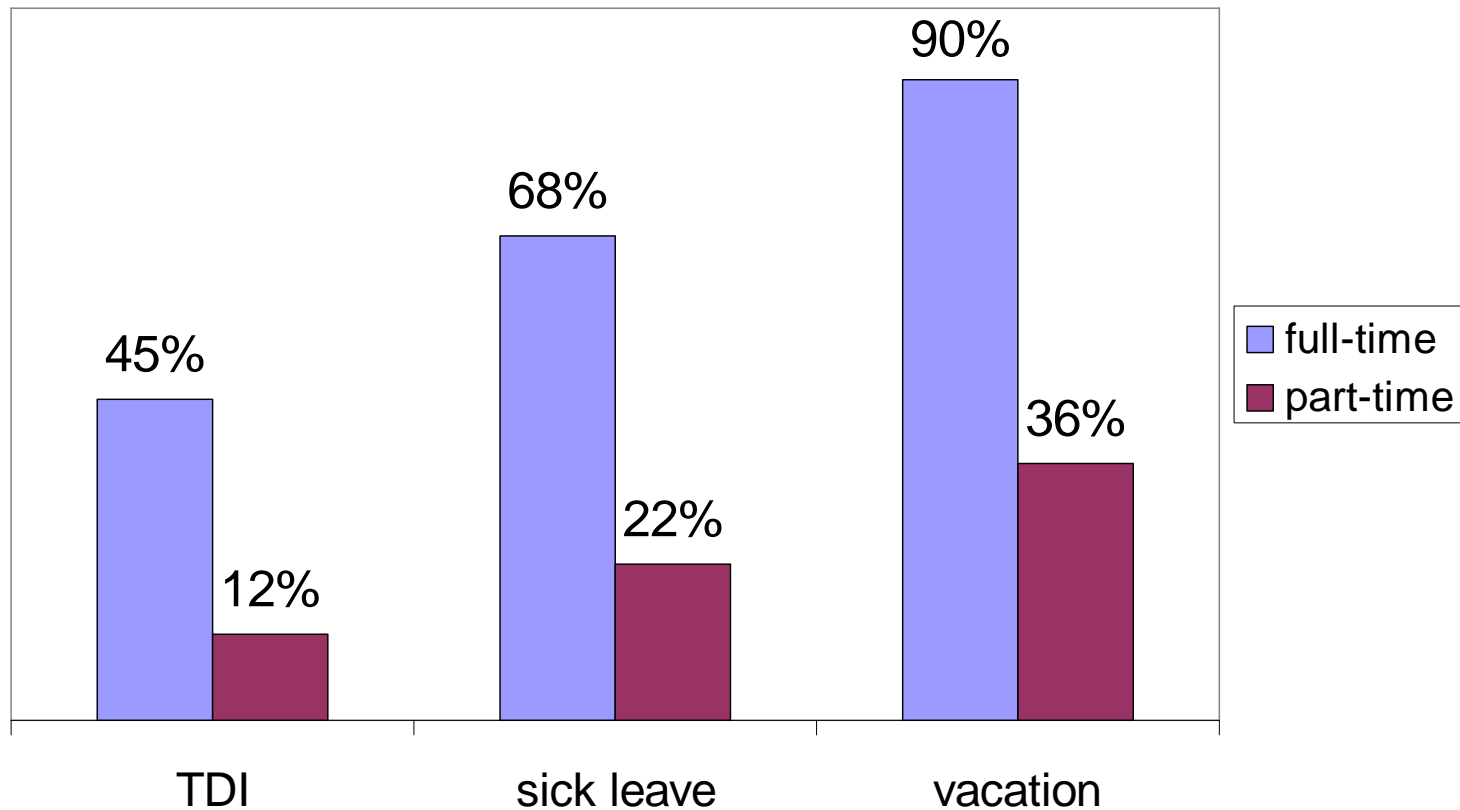
Source: Bureau of Labor Statistics

% of Workers with Employer-Provided Health Insurance



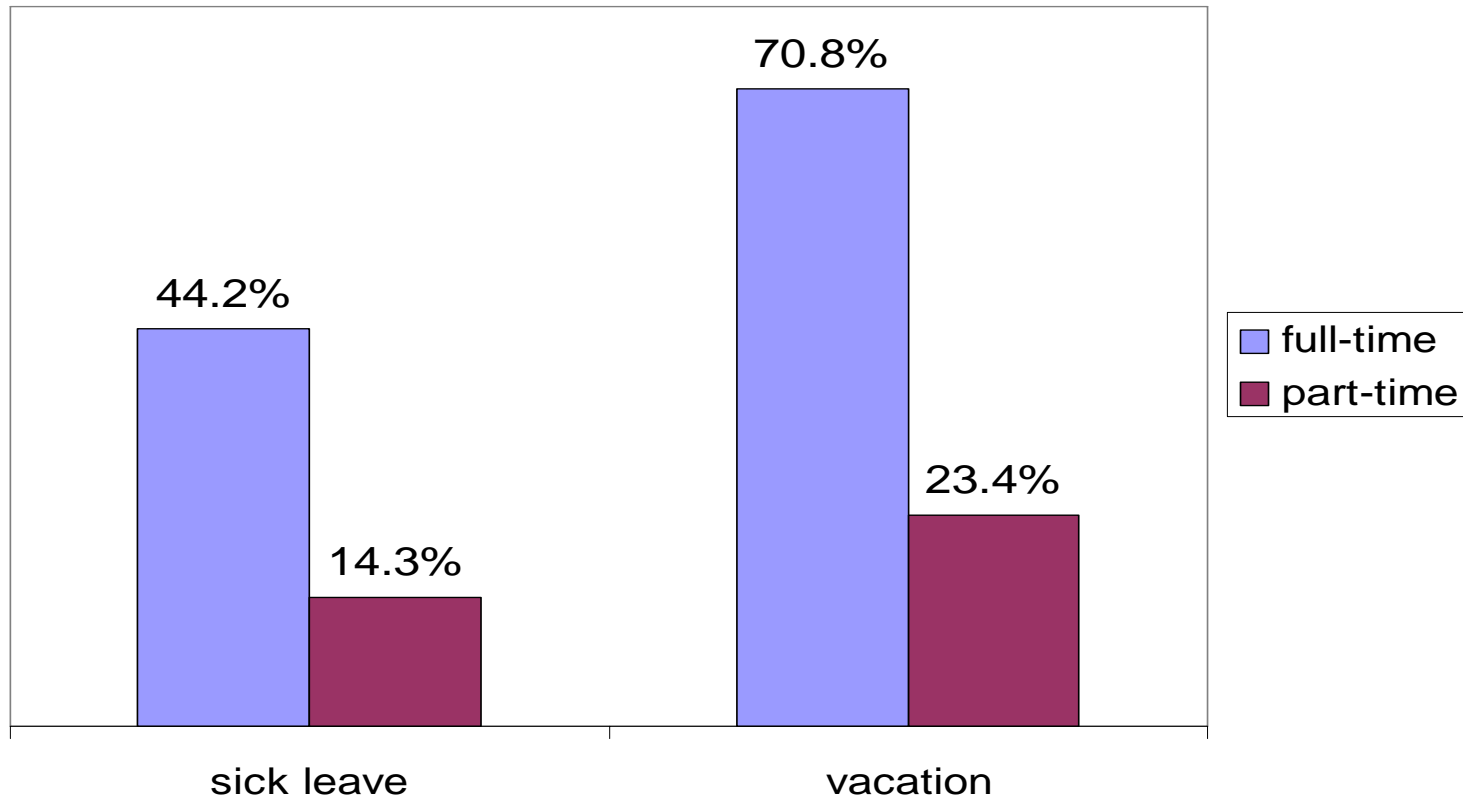
Of private-sector wage and salary workers age 18-64, who worked at least 20 hours/week and 26 weeks/year.
 Source: EPI analysis of Current Population Survey March supplement

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



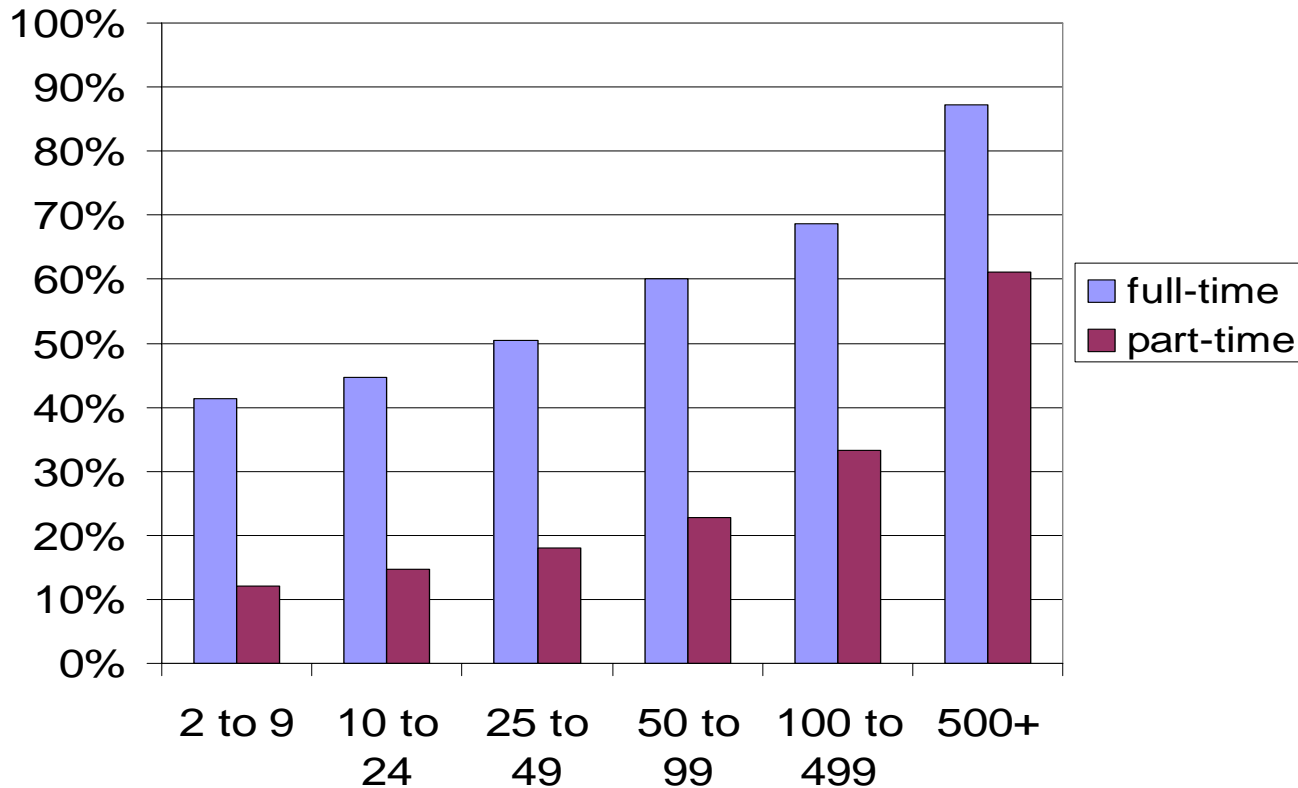
Source: Bureau of Labor Statistics

Washington Firms Providing Paid Leave, 2005



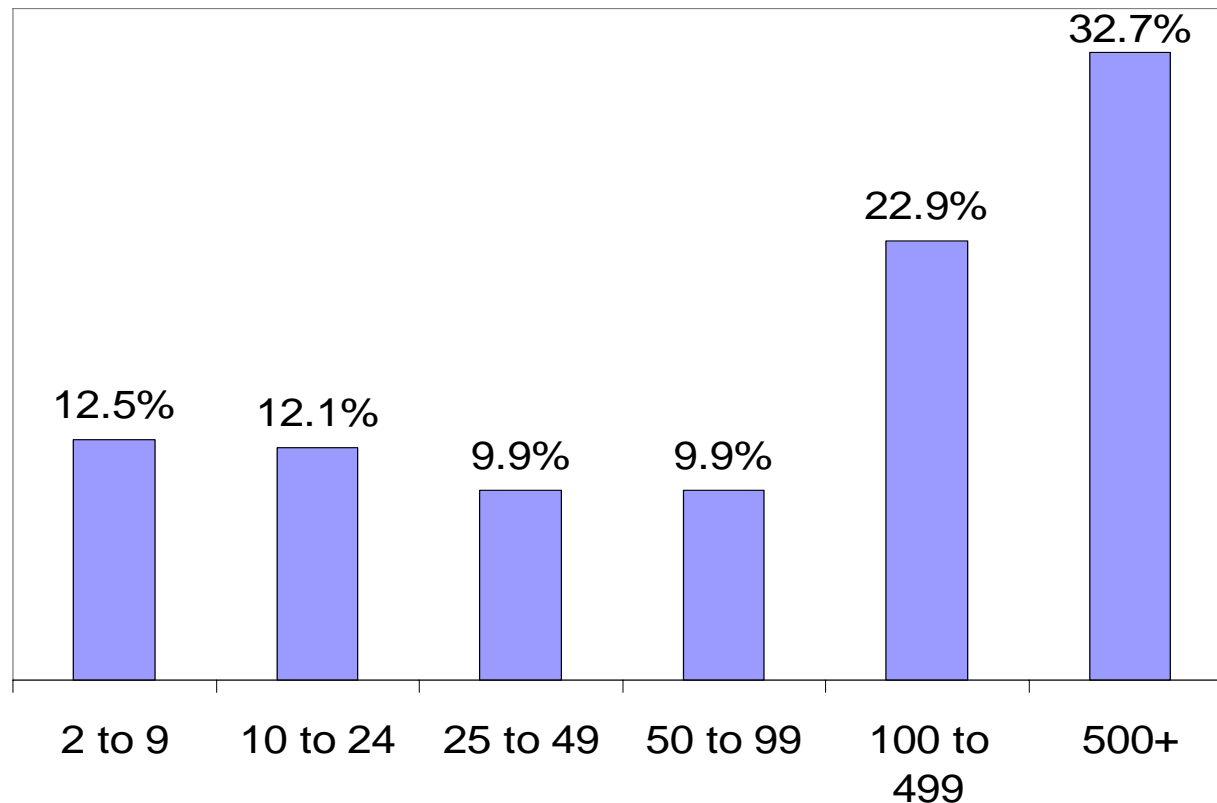
Source: ESD, Wash employee benefits survey, March 2006

Firms Providing Sick Leave in Washington by Size



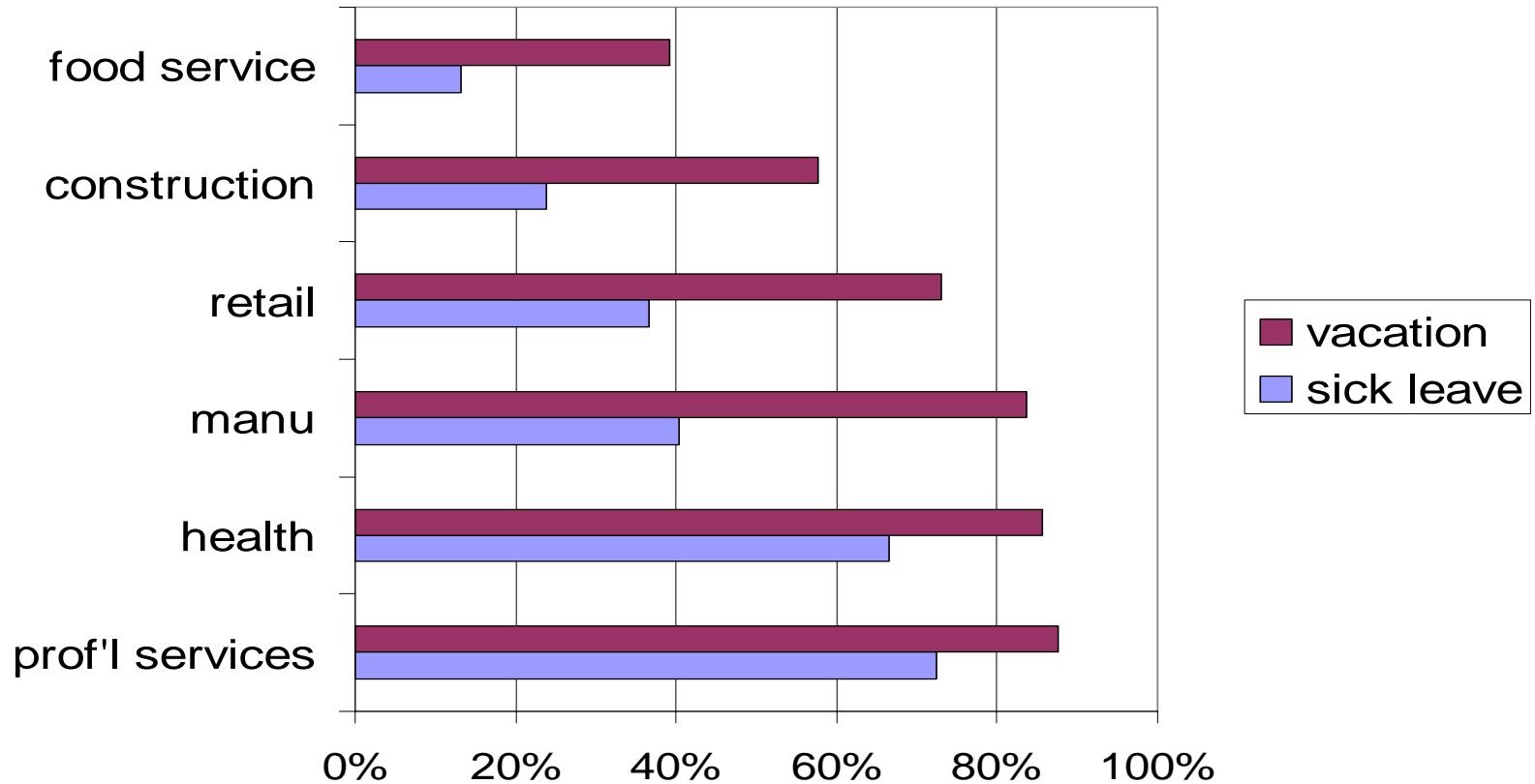
Source: ESD, Wash employee benefits survey, March 2006

Workers by Firm Size in Washington



Source: ESD, Wash employee benefits survey, March 2006

Firms Providing Paid Leave by Industry in Washington



Interviews with Western Washington Small Business

Conducted by EOI
July - November 2006

47 Interviews with Small Businesses

- Aberdeen
- Bainbridge Island
- Bellevue
- Clinton
- Edmonds
- La Conner
- Langley
- Lynnwood
- Mt. Vernon
- Mukilteo
- Poulsbo
- Seattle

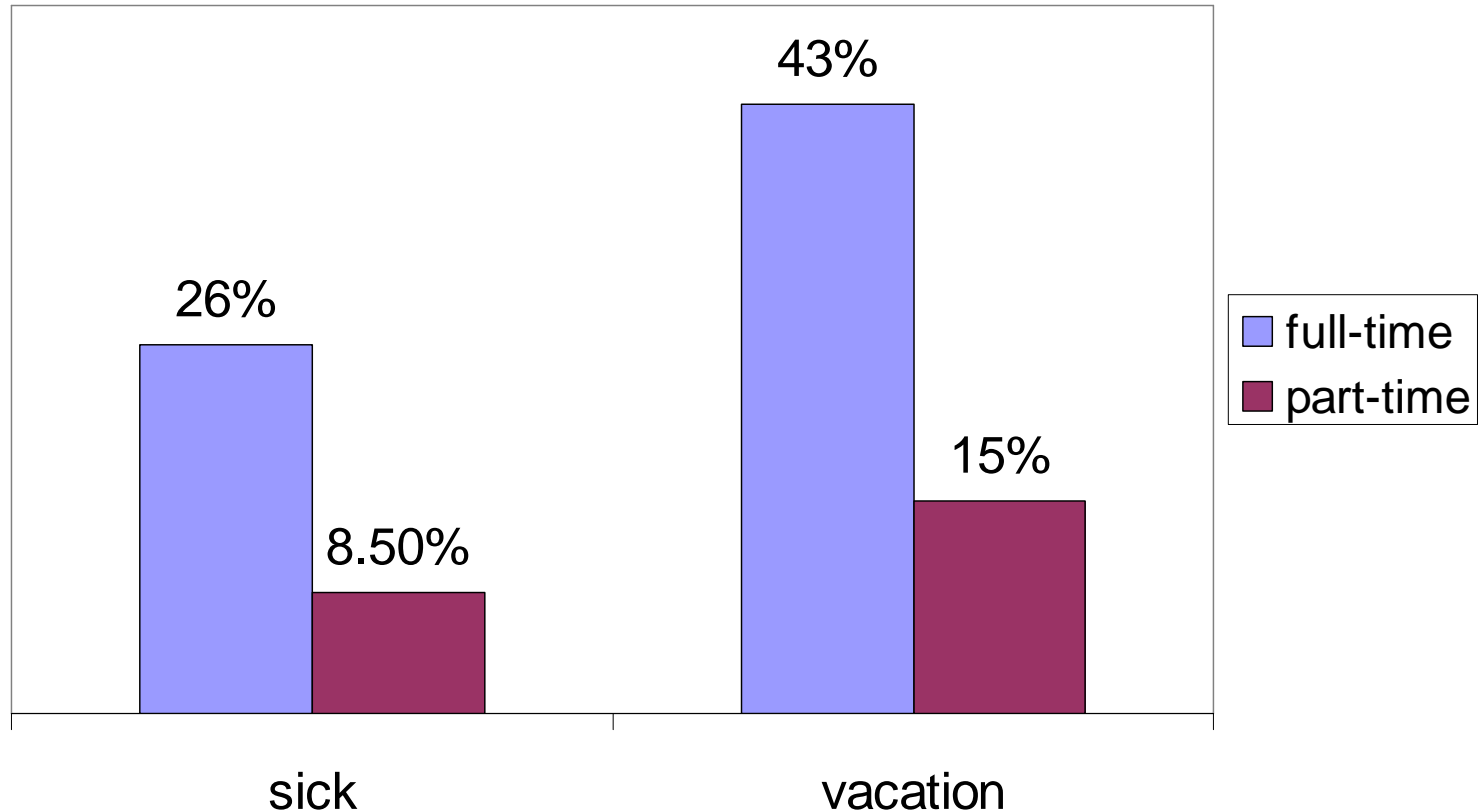
Interviewed Firms Supporting FMLI Program Covering All

Type	# Firms	Support FMLI
Retail	14	93%
Restaurant	10	70%
Professional	10	90%
Manufacturer	4	100%
Education, Recreation	9	89%
Total	47	87%

Interviewed Firms Supporting FMLI Program Covering All

Employees	# Firms	Support FMLI
1-5	9	100%
6-10	15	80%
11-15	10	90%
16-30	7	100%
31+	6	67%

Interviewed Businesses Providing Paid Leave



What Employers Do Now

- Accommodate workers who need leave
- Save jobs for workers on leave
- Cross-train workers to cover absences
- Hire floaters
- Maintain pool of former workers

Concerns with FMLI

- Benefit of \$250 a week is too low
- Finding temp workers is difficult
- Student workers not interested in benefits
- Must provide safeguards to prevent abuse
- Must be simple to administer

Reasons Support FMLI

- Help retain workers
 - devoted, knowledgeable workers good for business
 - recruiting and training expensive
- Provide workers with safety net
- Improve employer/employee relations