

Why do we need to expand availability of family and medical leave in Washington?

- **With the aging population, many workers have responsibility for frail elders.**
 - 35% of workers, men and women alike, provided regular care for a parent or in-law over 65 in 2002.¹
 - Over the next 10 years, 1 in 10 Americans will need to take time off work to care for an elderly family member.²
- **A majority of parents are employed.**
 - In 78% of today's families both parents work.³
 - Both parents work in 52.7% of married-couple families with children under 6.⁴
 - In single parent families with children under age of 6, 63.8% of mothers and 83.9% of fathers work.⁴

Why Do People Take Family and Medical Leave?

- 52% of people take leave to care for their own serious illness.
- 31% of people take leave to care for a seriously ill family member.
- 18% of people take leave to care for a new child.

Who Takes Family and Medical Leave?

- 42% of leave-takers are men.
- 58% are women.
- 16.5% of workers took leave under FMLA in 12 month period

For How Long Do People Take Family and Medical Leave?

- 50% of workers take family and medical leave for 10 days or less.
- 27% of leave taken intermittently
- 9.2% take for full 12 weeks

How Many Workers Are Protected by the FMLA?

- About 60% of workers are protected by the FMLA.⁵

Employer Reactions to FMLA

Compliance is easy or somewhat easy ⁶	63.1%
Neutral or positive effect on productivity ⁷	84%
Neutral or positive effect on profitability ⁸	90%
No or small increase in costs associated with administration and continuation of benefits ⁸	89%
No effect of intermittent leave on productivity ⁸	81%
No effect of intermittent leave on profitability ⁸	94%
Costs of leave programs exceed benefits ⁹	17%
Leave programs are cost-neutral ⁶	42%
Positive returns on investments in leave programs ⁶	42%

Costs/Benefits for Employers

- Turnover is expensive to organizations. In a call center, a 1 unit increase in turnover was associated with a 17% reduction in sales.¹⁰ 77% of employers who report cost savings from FMLA attribute them to reduced turnover.¹¹
- Parental leave takers are more likely to return to work.¹²
- The care leave-takers provide to family members contributes to healthier post-partum mothers and babies, faster recovery time for sick and injured children, and higher educational achievement¹³
- More than 4 in 5 employees who have added duties when a co-worker has taken FMLA leave say that the impact on them was neutral or positive.
- 9 in 10 FMLA-covered employers report that family and medical leave has a neutral or positive effect on their employees' morale.⁸
- First year MBA students at the University of Washington report that work/life balance are or will be significantly more important to them than their initial compensation package¹⁴

¹Families and Work Institute. 2002. Highlights of the national study of the changing workforce.

<http://www.familiesandwork.org/announce/2002NSCW.html>

² National Alliance for Caregiving and American Association of Retired Persons. 2004. Caregiving in the U.S., Bethesda, MD: National Alliance for Caregiving.

³ National Partnership for Women and Families. 2005. Expecting better: A state-by-state analysis of parental leave programs.

⁴Bureau of Labor Statistics, U.S. Department of Labor, 2005.

<http://www.bls.gov/news.release/famee.t04.htm>

⁵ National Partnership for Women and Families. Accessed January 2005. Facts about the FMLA: What does it do, who uses it, & how. Compiled from the U.S. Department of Labor report, Balancing the Needs of Families and Employers: Family and Medical Leave Surveys 2000 Update, conducted by Westat for the U.S. Department of Labor, Washington, DC, 2000.

<http://www.nationalpartnership.org/portals/p3/library/FamilyMedicalLeave/FMLAWhatWhoHow.pdf>

⁶ Waldfogel, J. 2001. Family and medical leave: Evidence from the 2000 surveys. Monthly Labor Review, September, 17-23.

⁷ Heymann, J. 2000. The widening gap: Why America's working families are in jeopardy and what can be done about it. NY: Basic Books.

⁸ U.S. Department of Labor sponsored report: Cantor, D., Waldfogel, J., Kerwin, J., McKinley-Wright, M., Levin, K., Rauch, J., Hagerty, T., & Stapleton-Kudela, M. (2001). Balancing the needs of families and employers: Family and medical leave surveys 2000 Update. Rockville, MD: Westat.

⁹ Families and Work Institute, "Business Work-Life Study." 1998.

<http://www.familiesandwork.org/summary/worklife.pdf>

¹⁰ Batt, R. 2002. Managing Customer Service: Human resource practices, quit rates, and sales growth. Academy of Management Journal, 45: 587-597.

¹¹ Smith, K., Downs, B. and O'Connell, M. 2001. Maternity leave and employment patterns: 1961-1995. Current Population Reports, P70-79. Washington, DC: US Census Bureau.

¹² Glass, J.L., & Riley, L. (1998). Family responsive policies and employee retention following childbirth. Social Forces, 76(4), 1401-35.

¹³ Hyde, J.S., Essex, M.J., Clark, R., Klein, M.H., & Byrd, J.E. (1996). Parental leave: Policy and research. Journal of Social Issues, 52(3), 91-109. Heymann, J. (2000). The widening gap: Why America's working families are in jeopardy--and what can be done about it. New York, New York: Basic books.

¹⁴ Lobel, S. 2005. MBA student values. Research in progress.