The Case for Action: Paid Family and Medical Leave

At some point during our working lives, nearly all of us will need to provide or receive care

Paid Family and Medical Leave can protect workers when they need time away from work due to:
- The birth, adoption, or foster placement of a child
- Providing care for a loved one with a serious health issue
- Receiving care for a worker’s own health condition
- The deployment of a family member in the military

Families are struggling to balance work and caregiving commitments

- The majority of families today no longer have a full-time stay-at-home caregiver.
- 58% of two-parent families with children have both parents working
- 69% of single mothers with children under 6 are employed outside the home

Workers lack access to the leave they need to provide or receive care

Many working families are left out of the limited existing landscape of family and medical leave programs

- The FMLA provides up to 12 weeks of unpaid leave.
- 40% of workers are not even eligible for FMLA coverage

Access to employer-provided paid family and medical leave

- Only 17% of workers have employer-sponsored paid family leave and only 39% have temporary disability benefits.
- Lower-earning workers have less access to these benefits.
  - Lowest-earning quartile: 8% have access to paid family leave (PFL) and 19% to short-term disability insurance (TDI)
  - Highest-earning quartile: 28% have access to PFL and 54% to TDI.
- Workers in white collar jobs are more likely to have PFML benefits than workers in blue or pink collar jobs.