



**ChangeLab Solutions**

Law & policy innovation for the common good.

The webinar will begin at 11am PT.  
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# Building Healthy, Equitable Communities Through Supports for Working Families

[changelabsolutions.org/the-series](http://changelabsolutions.org/the-series)

May 17, 2018



# Welcome to the Building Healthy, Equitable Communities Series

A virtual space for exploring the topic of health equity



## Episode 1: Health Equity (April)

Building healthy, equitable communities through equitable laws and policies

## Episode 2: Healthy Children & Families (May)

Building healthy, equitable communities through supports for working families

## Episode 3: Food Systems (June)

Building healthy, equitable communities through a just food system

## Episode 4: Built Environment (August)

Building healthy, equitable communities through comprehensive city planning

## Episode 5: Schools (September)

Building healthy, equitable communities through transforming the school climate

## Bonus Training: Preemption (October)

Preemption, public health, and equity - the search for local solutions

## Episode 6: Community Power (October)

Building healthy, equitable communities through community-driven solutions



What you can expect from our episodes:



## Blog Post

6 Federal Policies That Fall Short of Supporting Working Families



## Webinar

Building Healthy, Equitable Communities Through Supports for Working Families



## Expert Panel

Continued Conversation About Healthy Children & Families  
(May 22)



Welcome!



Hannah Sheehy

*Senior Policy Analyst*  
ChangeLab Solutions

Vicki Shabo

*Vice President, Workplace  
Policies & Strategies*  
National Partnership for  
Women & Families

# AGENDA



- What does PFL have to do with health?
- Why is PFL a health equity issue?
- What makes a PFL policy equitable?
- How can we drive and sustain policy change?





# Advancing Inclusive Paid Leave & Paid Sick Days for All

**Vicki Shabo**

Vice President for Workplace Policies and Strategies



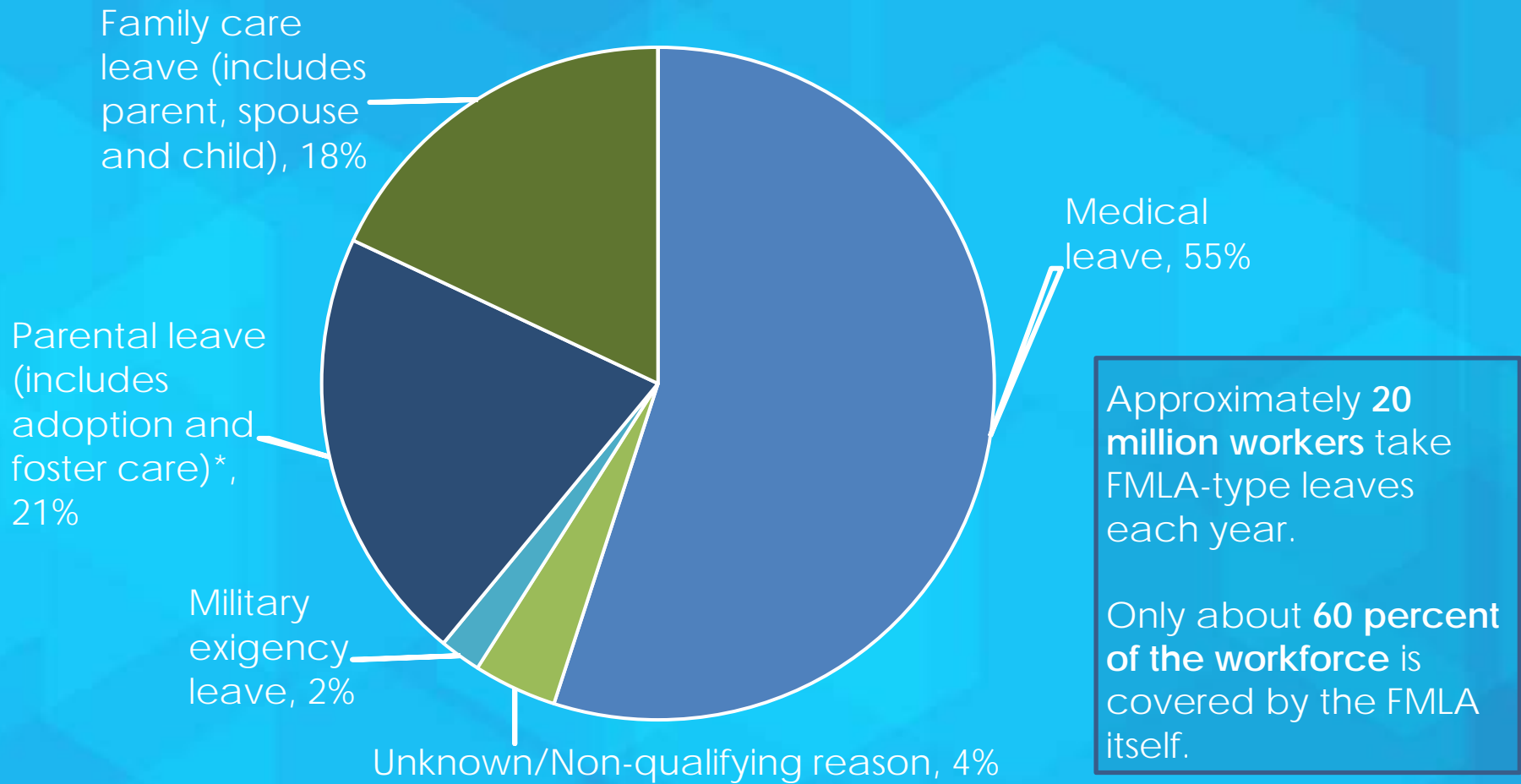
# For 47 Years: Fighting and Winning for Women and Families

The National Partnership for Women & Families is a nonprofit, nonpartisan 501c(3) advocacy group dedicated to promoting fairness in the workplace, access to quality health care – including reproductive health services – and policies that help all people meet the dual demands of work and family.





# FMLA: Job-Protected, Unpaid Leave for Parental Leave, Family Care Leave, Personal Medical Leave

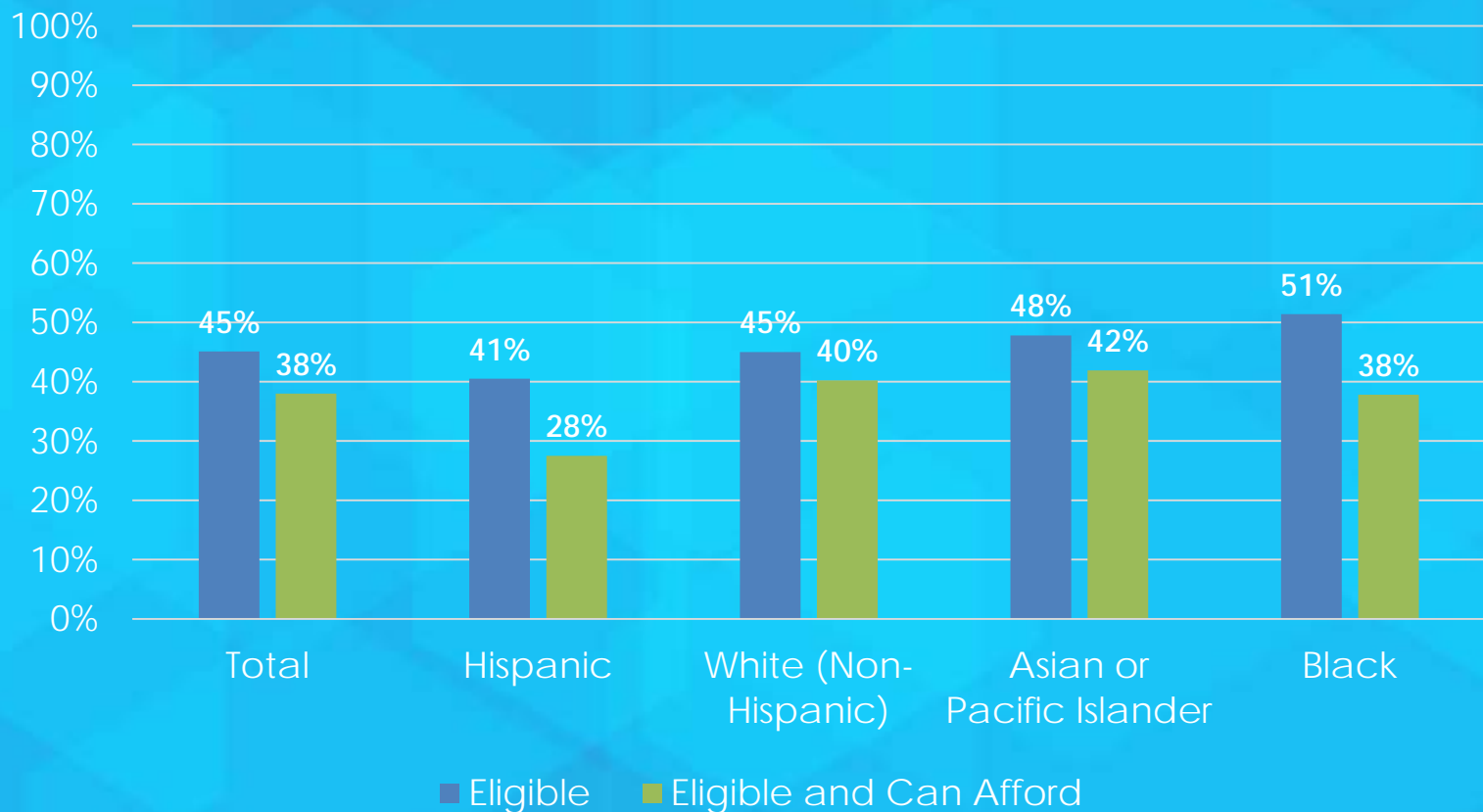


Source: U.S. Department of Labor. (2012). *Family and Medical Leave in 2012: Technical Report*.

\*This survey includes pregnancy-related disability leave within the parental leave category, rather than in medical leave.

# Reality: Unpaid Leave Is Not Universal – And Is Unaffordable for Too Many Families

Estimated share of working adults who are eligible for FMLA unpaid leave compared to those who are eligible for *and* can potentially afford it, by race/ethnicity



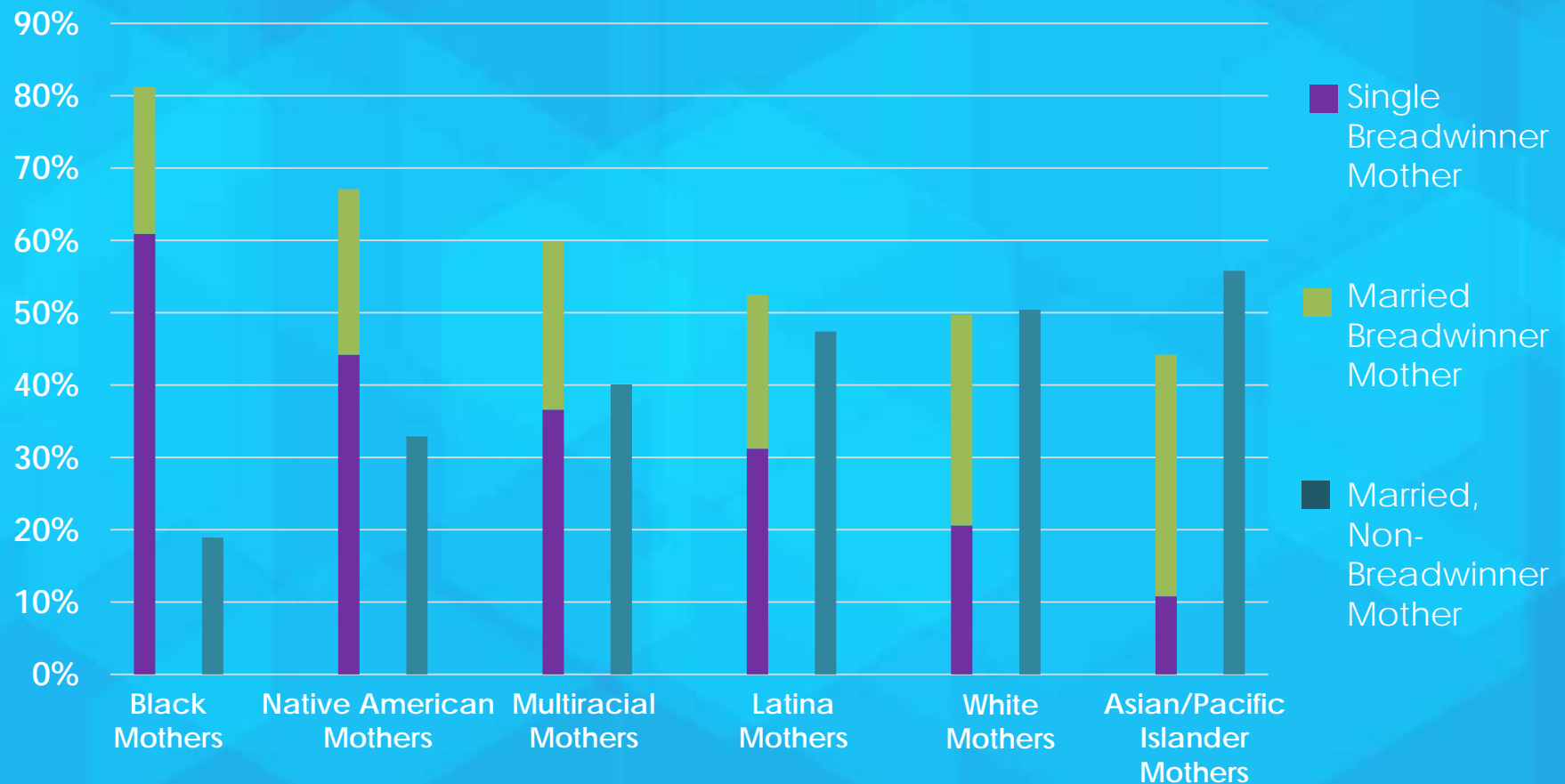
# Reality: A Nation Without Paid Time to Care

- Just **15 percent** of working people have paid family leave.
- **Less than 40 percent** have personal medical leave through an employer-provided disability program.
- More than **37 million working people** can't earn a single paid sick day.

Access to paid family and medical leave and paid sick days should not be based on where you live or if you've "won the boss lottery."

# Double Binds: Women Are Breadwinners & Caregivers

Half of all U.S. households with children have a “breadwinner mom” who is the sole or a key source of income for the family.



# Consequences:

## Moms and Babies Are Harmed by the Status Quo



- **Only half** of first-time mothers take any paid leave in connection with the birth of their child.
- Nearly **one-quarter** of mothers are back at work within two weeks of giving birth.
- A full **95 percent** of fathers are back at work within two weeks.
- **Nearly half** of new parents with incomes of \$30,000 or less say they turned to public assistance to make ends meet when adequate paid leave was unavailable.



# Solutions:

## Paid Sick Days and Paid Leave

*Policy designs for each solution differ.*

### Paid Sick Days

Short-term leave: Days or hours

- To recover from the flu
- To care for a sick child
- To seek assistance in cases of domestic violence
- To seek preventive care – for example, well baby visits or annual physicals

### Paid Family and Medical Leave

Longer-term leave: Weeks

- To recover from surgery
- To bond with a new child
- To care for a family member undergoing cancer treatment
- To care for an aging parent who has been placed on hospice
- To deal with military deployment or service member care

# Impact:

## Benefits for Women & Families, Employers, Economy



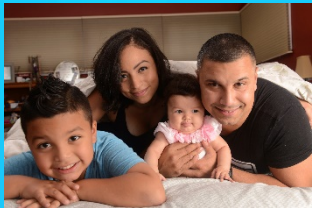
### Economic Security

- Women are more likely to stay in the workforce and earn higher wages
- Older workers have higher income and retirement savings
- Families are far less likely to fall into poverty when needing leave



### Business

- Higher retention saves cost of recruitment, hiring and training
- Evidence of improved worker morale and productivity
- Allows small businesses to provide this critical benefit and compete



### Taxpayers

- Decreased use in public assistance
- Stronger tax base due to higher labor force participation and wages

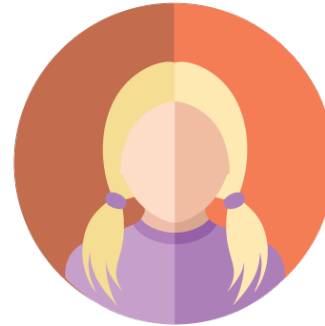


### Health

- Improved maternal, infant and child health
- Improved and faster recovery from illness, surgery and injury



Healthier  
communities for  
all through better  
**laws & policies**



# Disclaimer

The information provided in this discussion is for informational purposes only, and does not constitute legal advice. ChangeLab Solutions does not enter into attorney-client relationships.

ChangeLab Solutions is a non-partisan, nonprofit organization that educates and informs the public through objective, non-partisan analysis, study, and/or research. The primary purpose of this discussion is to address legal and/or policy options to improve public health. There is no intent to reflect a view on specific legislation.

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What does paid family leave  
have to do with health?





# Maternal health

- ✓ Physical recovery
- ✓ Benefits to mental health



# Infant health

- ✓ Reduced infant mortality
- ✓ Improved breastfeeding

# Family health

✓ Reduced stress

✓ Stronger partnerships



Paid family  
leave also has  
**health equity**  
implications





## What is equity?

Health equity = “the state in which everyone has the opportunity to attain full health potential and no one is disadvantaged from achieving this potential because of social position or any other socially defined circumstance.”



EQUALITY



EQUITY



You say health equity, I say...

Fairness

Justice

Opportunity



Health equity efforts aim to improve everyone's health by focusing on people who are currently excluded or underserved

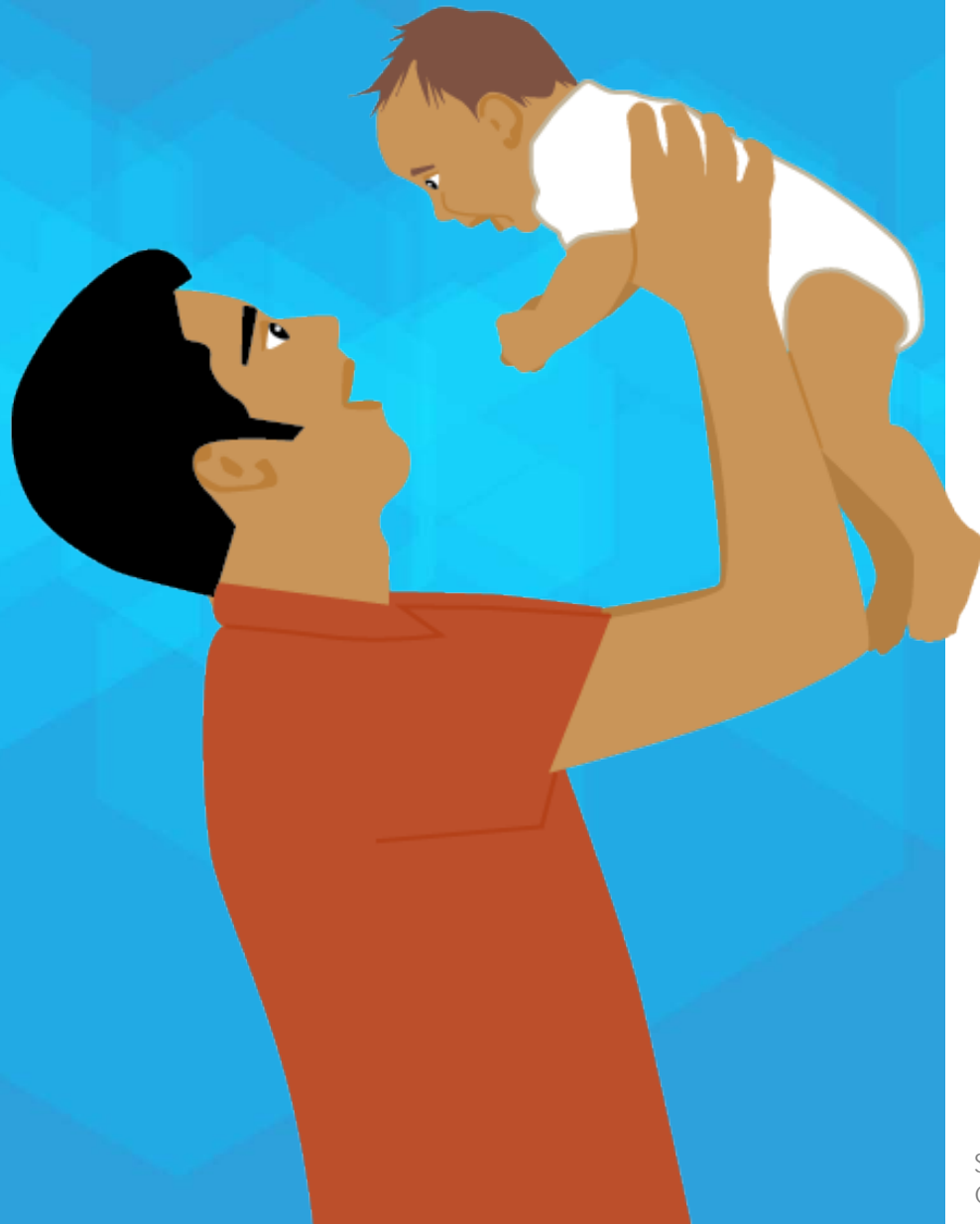


Why is paid family leave a health equity issue?

PFL reduces low-income mothers' stress and anxiety associated with childbirth and childrearing

Greater increases in breastfeeding initiation and duration among low-income women who took PFL





PFL interrupts the “**negative cycle of accumulated debt, dependence, poor health, depression, and despair set in motion by the loss of compensation, secure employment, or both** when low-income working women have no choice but to take time off to have a baby.”





We need more  
research that  
takes health  
equity into  
consideration



What makes a paid family  
leave policy equitable?

# Equity-promoting PFL provisions...

✓ An expansive definition of covered employers and eligible employees

✓ Increased length of leave to guarantee, at minimum, 12 weeks of paid family leave



# Equity-promoting PFL provisions...

✓ Increased wage replacement and no waiting period

✓ Job protection

✓ An expansive definition of eligible family members





How can we drive and sustain policy change?

# In the Absence of a National Standard... States Lead the Way on Paid Leave

Five states and D.C. have enacted paid family leave policies

- California (since 2004)
- New Jersey (since 2009 – seeking expansions)
- Rhode Island (since 2014 – seeking expansions)
- New York (2018)
- Washington, D.C. (2020 implementation)
- Washington state (2020 implementation)

**Bills introduced in 30+ states** (including Colorado, Connecticut, Illinois, Indiana, Massachusetts, Minnesota, Missouri, New Mexico, Ohio, Pennsylvania, Utah and Virginia)

- Massachusetts is likely to pass paid leave this year!





# In the Absence of a National Standard... States and Cities Lead the Way on Paid Sick Time

Paid sick time laws exist in 43 jurisdictions across the country!

- Ten states (CT, CA, MA, OR, VT, AZ, WA, RI, MD and NJ)
- Thirty-one cities
- Two counties

Earlier this year, **Austin, TX** became the first city in the South to pass a paid sick time law.

Last month, **New Jersey** became the tenth state to pass a paid sick time law.

- This will replace its 13 municipal laws with a stronger and more inclusive standard that will cover the whole state and tens of thousands more workers





# Growing Risk: Harmful Proposals

## Fake Flexibility Legislation

- “Comp time” – *Working Families Flexibility Act*
- “Safe harbor” – *Workflex in the 21<sup>st</sup> Century Act*

## Exclusionary Legislation

- Employer tax credits – *Strong Families Act*
- Go-fund-me savings accounts – *Working Parents Flexibility Act*
- Targeted, means-tested benefits
- Parental-only legislation – *Social Security proposal, Trump budget proposal*
- Moms-only policies

## Irresponsible Legislation

- Trump budget proposal
- Social Security proposal

# Strong Paid Family and Medical Leave Plan: Key Principles

## #PaidLeaveChecklist

- Affordable
- Inclusive
- Substantial
- Comprehensive
- Secure

Cost-effective for workers, employers and the government

Accessible to all working people and reflects a modern definition of "family"

Includes 12 weeks of leave or more

Covers equally the full range of personal medical and family caregiving needs

No fear of retaliation or adverse consequences for taking leave

A robust national paid leave program must check all the boxes!  
Learn more: [SupportPaidLeave.org](https://www.supportpaidleave.org)



# Momentum: Ingredients for Progress

- Demographics
- National dialogue and politics
- State success
- Private sector leadership
- Public demand and support
- Research
- Media
- **YOU!!**



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**Thank you! Questions?**

Join our expert panel for **Continued Conversation About Healthy Children & Families** on May 22, 11am - noon PT

[changelabsolutions.org/the-series](http://changelabsolutions.org/the-series)



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Want more **health equity**?

**Next up, Episode 3!** *Building Healthy, Equitable Communities Through A Just Food System*

- Blog: June 4
- Webinar: June 21
- Expert Panel: June 26

[changelabsolutions.org/the-series](http://changelabsolutions.org/the-series)



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## Resources for changemaking:

- Paid Family Leave Ensures Health Equity for All
- *Stay tuned for the* Blueprint for Collective Action

For these and other resources, visit us at [changelabsolutions.org](http://changelabsolutions.org)



# Keep the conversation going

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