



PAID FAMILY LEAVE IN MISSOURI

INITIAL FINDINGS, OCTOBER 2016

- Missouri can be a leader in supporting working families by adopting paid family leave policies. Only four states have adopted statewide paid family leave programs, Missouri is not one of them.¹
- One study found women who utilize paid family leave are 39 percent less likely to receive public assistance or food stamps in the year following a child's birth, compared to women who take no leave.²
- The economic impact of paid leave on families includes some income during the employee's absence for those utilizing paid leave and an increased likelihood that women will still be working 9 to 12 months after the birth of a child.^{3,4}
- Families need access to paid family leave to care for children and the elderly. Nationwide, the percentage of married-couple families with children under 18, in which both parents work, increased from 58 percent in 2010⁵ -to 60 percent in 2014.⁶ More than 16 percent of the U.S. population are eldercare providers.⁷
- Research shows that paid family leave policies had a "positive effect" or "no noticeable effect" on productivity, profitability, turnover, and employee morale,⁸ -also long-term productivity can increase due to improved recruitment, retention, and employee motivation.⁹
- A study of California's paid family leave program found that male utilization increased in the state. From the inception of the program in 2004 claims filed by males constituted 17 percent of all claims; by 2013 that percentage had risen to 30 percent.¹⁰
- The Family Medical Leave Act allows for unpaid leave for eligible employees, still 23% of U.S. workers have no access to even unpaid leave.¹¹



¹ National Conference of State Legislatures. (July 2016) *State Family and Medical Leave Laws*. Retrieved from: <http://www.ncsl.org/research/labor-and-employment/state-family-and-medical-leave-laws.aspx>

² Houser, L., & Vartanian, T. (2012). *Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses, and the Public*. P. 2 Retrieved from: <http://www.nationalpartnership.org/research-library/work-family/other/pay-matters.pdf>

³ Appelbaum, E., & Milkman, R. (2011). *Leaves that Pay: Employer and Worker Experiences for Paid Family Leave in California*. Retrieved from: <http://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>

⁴ Houser, L., & Vartanian, T. (2012). *Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses, and the Public*. P. 2 Retrieved from: <http://www.nationalpartnership.org/research-library/work-family/other/pay-matters.pdf>

⁵ Bureau of Labor Statistics. (2011). *The Economics Daily: Employment Characteristics of Families, 2010*. Retrieved from: http://www.bls.gov/opub/ted/2011/ted_20110328.htm

⁶ Bureau of Labor Statistics. (2015). *The Economics Daily: 80.1 Percent of Families had at least One Employed Family Member*. Retrieved from: <http://www.bls.gov/opub/ted/2015/employment-and-unemployment-among-families-2014.htm>

⁷ Bureau of Labor Statistics. (2015). [Graph Illustration demographic breakdown of American Time Use Survey 2013-2014] *Percent of population who were eldercare providers*. Retrieved from: <http://www.bls.gov/tus/charts/chart24.pdf>

⁸ Appelbaum, E., & Milkman, R. (2011). *Leaves that Pay: Employer and Worker Experiences for Paid Family Leave in California*. Retrieved from <http://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>

⁹ The Council of Economic Advisors. (2014). *The Economics of Paid and Unpaid Leave*. Retrieved from: https://www.whitehouse.gov/sites/default/files/docs/leave_report_final.pdf

¹⁰ State of California Employment Development Department. (2014). *Paid Family Leave: 10-Year Anniversary Report*. Retrieved from: http://www.edd.ca.gov/disability/pdf/Paid_Family_Leave_10_Year_Anniversary_Report.pdf

¹¹ The Council of Economic Advisors. (2014). *The Economics of Paid and Unpaid Leave*. Retrieved from: https://www.whitehouse.gov/sites/default/files/docs/leave_report_final.pdf