

CLASP

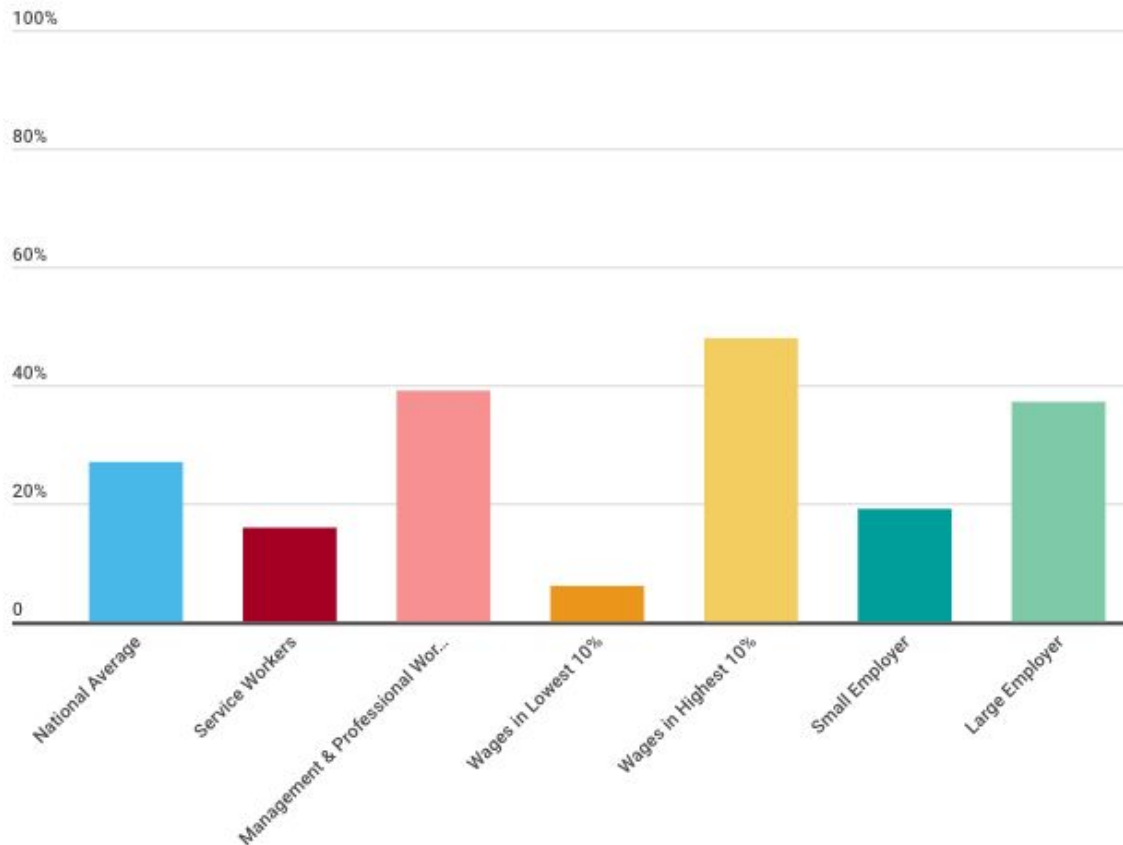
The Center for Law and Social Policy

Designing an Inclusive and Equitable Paid Family and Medical Leave Program

Sapna Mehta, November 2023

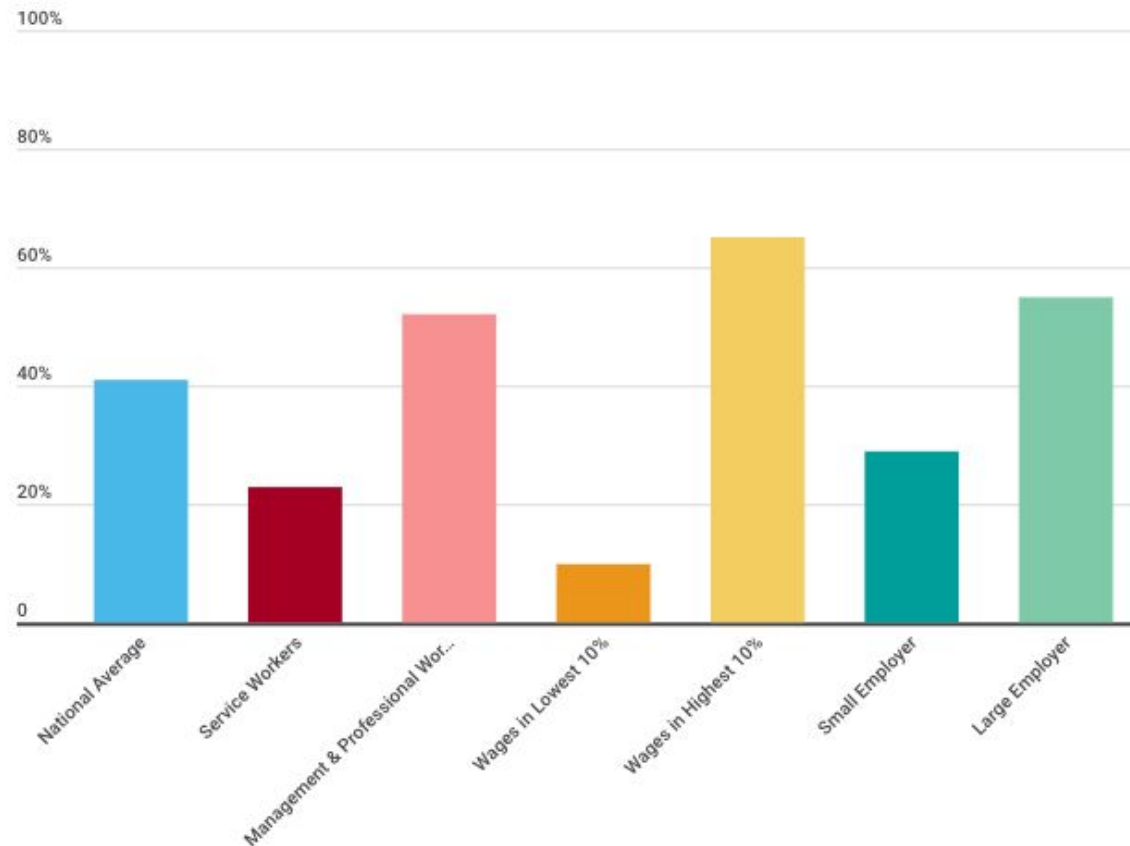
The Paid Leave Landscape

Paid Family Leave Rare and Inequitable, 2023



The Paid Leave Landscape

Most Workers Lack Paid Medical Leave, 2023



Designing an Inclusive & Equitable Paid Leave Program

- Provide 12 weeks of paid leave to address the full range of serious personal and family medical and caregiving needs people experience:
 - Heal from a serious personal medical condition, care for a seriously ill loved one or a new child, safe leave and military caregiving
- Cover all working people.
 - Full-time or part-time; private, non-profit, public sector;* traditional employees, self-employed, small business owners, independent workers - 1099 workers; people with intermittent work histories; and people with limited earnings but recent attachment to the labor force.

Designing an Equitable Program Cont.

Provide progressive wage replacement.

- **Workers in the lowest paid jobs are least likely to have access to any paid leave and most in need of a federal program, but the least likely to be able to afford to take leave if it requires taking a pay cut.**
- **Most states will soon replace between 80-100% of wages for low-paid workers.**

Designing an Equitable Program Cont.

- Include family caregiving rules that reflect the diversity of caregiving relationships people have.
 - “An individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.”
- Ensure that paid leave is job protected. Working people must feel secure using the paid leave that is available without risking job loss. There must also be robust anti-retaliation protections in place.

Designing an Equitable Program Cont.

- **Develop a sustainable funding model**
 - **Employer/employee payroll deductions**
- **Public Administration of benefits**
 - Especially for key program components like claims and benefits processing and determinations**
 - **Privatization unlikely to save \$**

Designing an Equitable Program Cont.

- **Include sufficient resources for implementation.**
 - **Funding for education and outreach, research and evaluation, and enforcement**
- **Ensure working people are part of the implementation design.**
 - **Worker Advisory Committee**



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Equity Matters

Lessons for Paid Family and Medical Leave



CLASP
The Center for Law and Social Policy

**Pronita Gupta, Michael Vorgetts &
Gayle Goldin**
June 2021

Panelists

- **Jason Barrett, Washington Employment and Security Department**
- **Erin Choquette, Connecticut Paid Leave Authority**
- **Debra Fitzpatrick, Children's Defense Fund-Minnesota**
- **Holly Low, New Jersey Department of Labor and Workforce Development**
- **Courtney Veronneau, Family Forward Oregon**