



A Universal Paid Family Leave Program

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Family Economic Security



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A non-partisan public policy research center dedicated to promoting healthy child development and strong, nurturing families that are economically secure. Our research helps decisionmakers craft effective policies in their cities and states as well as at the federal level.



Types of Leaves

- Medical leave
 - To recover from one's own illness or injury
- Parental leave
 - To bond with a new child
- Family leave
 - Parental leave + caregiving leave

The federal Family and Medical Leave Act covers all of the above, providing 12 weeks of unpaid, job-protected leave in a year. 59 percent of all employees in the U.S. report meeting conditions to be eligible for FMLA protections.

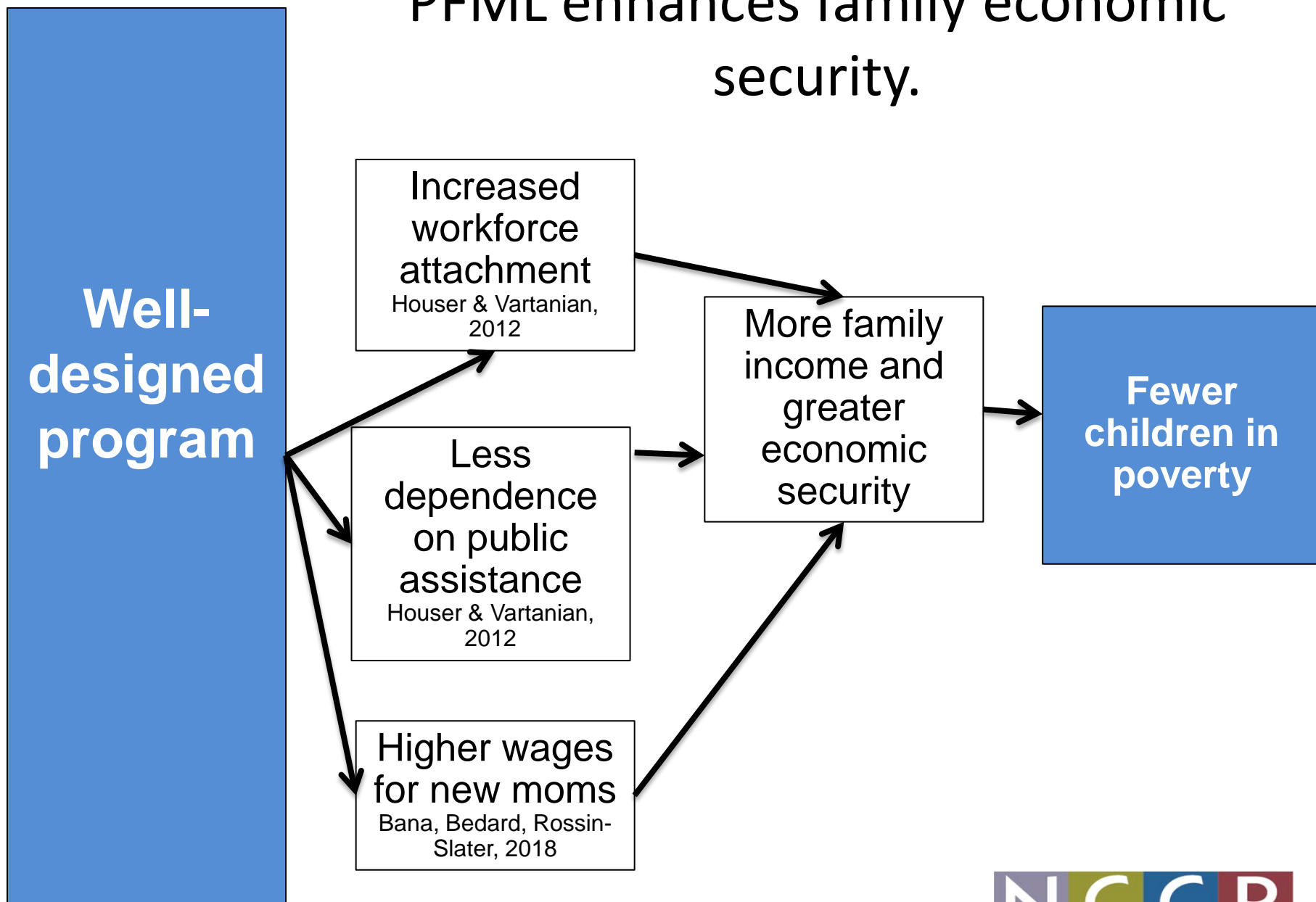
Key takeaways

1. PFML can interrupt intergenerational poverty.
2. A well-designed PFML program must consider the needs of working, low-income families.
3. We have a large body of evidence to build a universal national leave program.

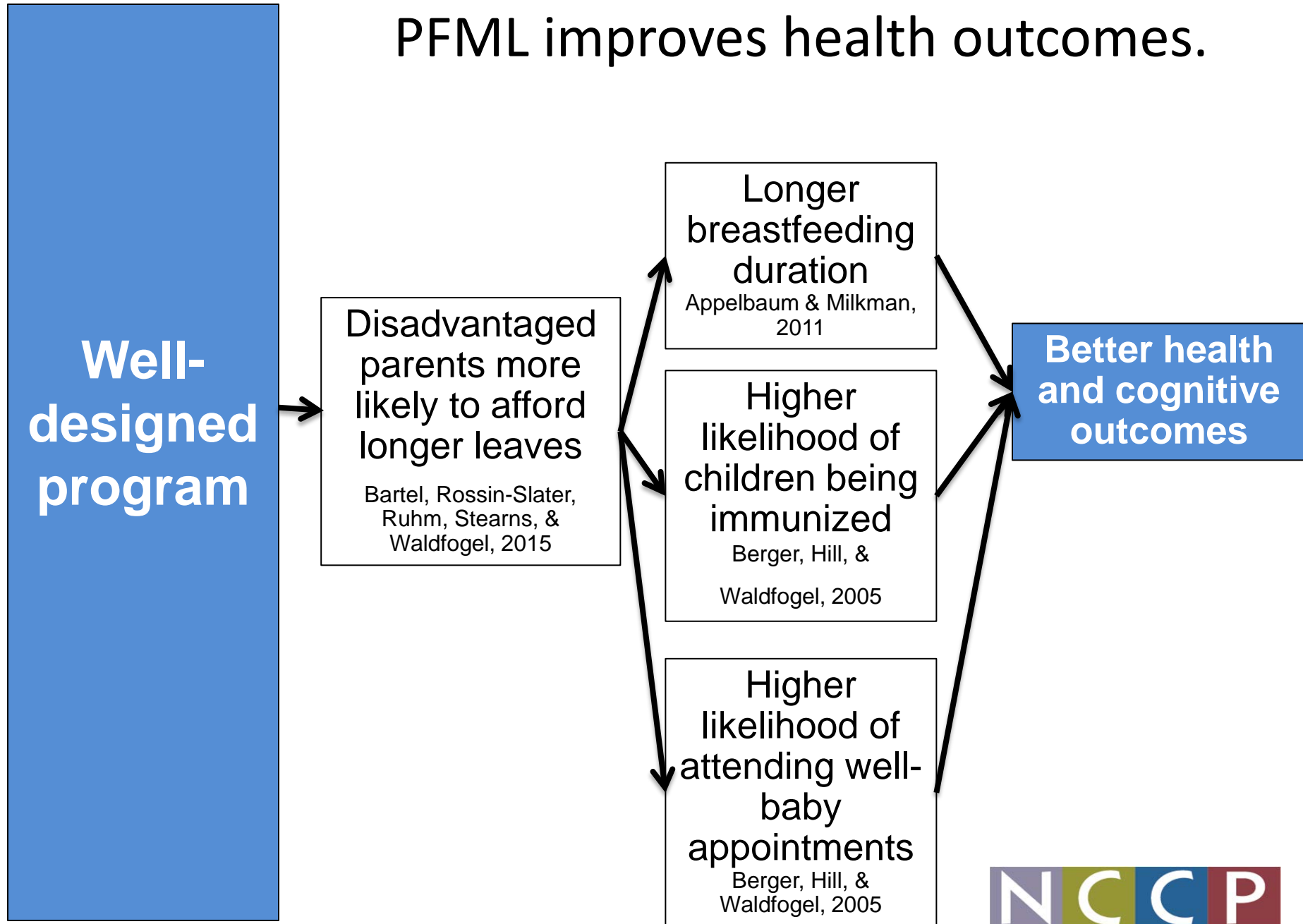
PFML is an income supplement during a time of transition, stress, and/or joy so working individuals can take time off work.

A well-designed paid medical and family leave program could alleviate child poverty.

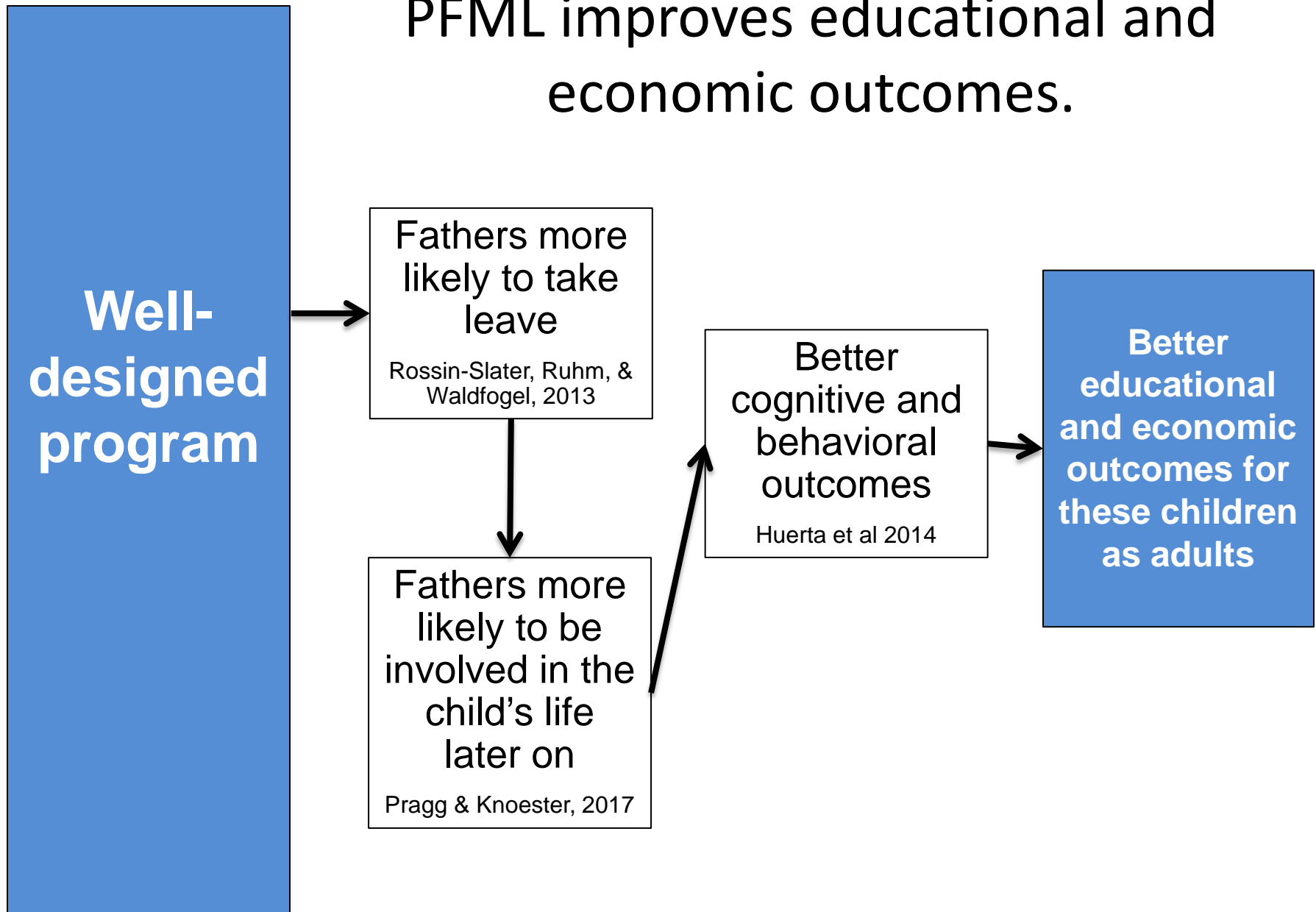
PFML enhances family economic security.



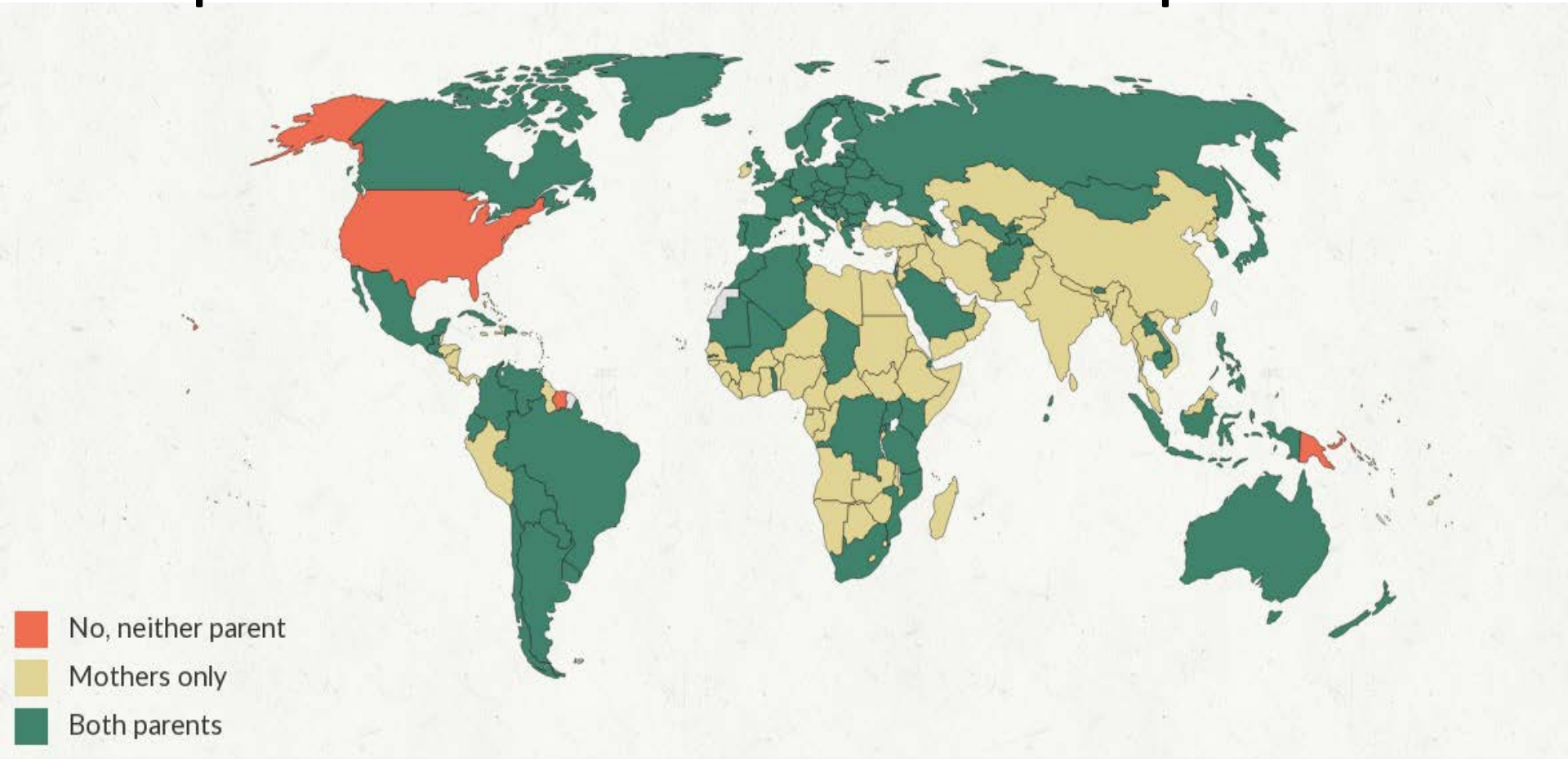
PFML improves health outcomes.



PFML improves educational and economic outcomes.



Is paid leave available for both parents?



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What is a well-designed paid leave policy?

1. Job-protected
2. Provides sufficient wage replacement
3. Encourages both spouses to take leave
4. Offers reasonable leave time
5. Easily understandable
6. Efficiently administered

Policy options

Policy option	Strengths	Weaknesses
Federal mandate	<ul style="list-style-type: none"> Near-universal coverage 	<ul style="list-style-type: none"> High cost to businesses, disproportionately impacting small businesses
Tax incentive	<ul style="list-style-type: none"> Businesses wouldn't shoulder 100 percent of employee's wages on leave 	<ul style="list-style-type: none"> Still funded by employers Does not incentivize employers with less initial capital to provide leave
Savings accounts	<ul style="list-style-type: none"> Less federal administrative oversight needed 	<ul style="list-style-type: none"> May not be realistic option for low-wage workers
Early withdrawal of social security	<ul style="list-style-type: none"> Makes use of existing infrastructure and funds 	<ul style="list-style-type: none"> Child bearing population may be too young to qualify High potential for reducing solvency of ss fund Requires investment.
National insurance program	<ul style="list-style-type: none"> Makes use of existing infrastructure Applies to a wider set of people 	<ul style="list-style-type: none"> Requires investment

Other considerations

- Addressing the issues of the 'sandwich generation'
- Including an expansive definition of family

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Additional Resources

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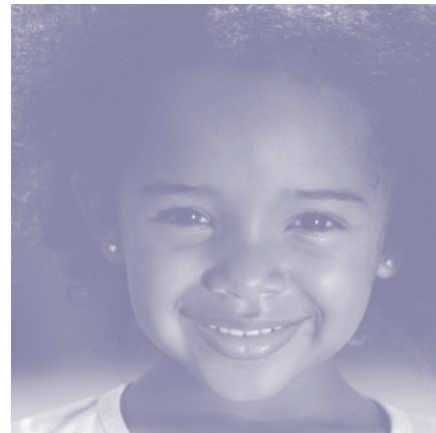
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