

Family Values at Work: It's About Time!

A [MOM AND] POP QUIZ ON FAMILY-FRIENDLY WORKPLACES

A Growing Tension Between Work and Family

Percent of married U.S. mothers with children under six in 1950 who were working or looking for work: **12**

U.S. Census Bureau, *Historical Statistics of the United States, Colonial Times to 1970, Bicentennial Edition, Part 1*, 1975, p.134. Downloaded from the internet: <http://www2.census.gov/prod2/statcomp/documents/CT1970p1-01.pdf>.

Percentage of married U.S. mothers with children under six who were working or looking for work in 2000: **63**

U.S. Census Bureau, *Statistical Abstract of the United States: 2007*, p.380. Downloaded from the internet: <http://www.census.gov/prod/2006pubs/07statab/labor.pdf>.

Share of U.S. workers under age 60 who will have responsibilities to care for an elderly relative in the next 10 years: **nearly two-thirds**

U.S. Senator Christopher J. Dodd, Text of S.1681 (proposed law to provide for a paid family and medical leave insurance program), p.4. Downloaded from the internet: http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=110_cong_bills&docid=f:s1681is.txt.pdf.

Lack of Paid Sick Days

Number of private sector workers in the U.S. who are not entitled to paid sick days: **55 million (48 percent)**

Testimony of Heidi I. Hartmann, Institute for Women's Policy Research, Before the U. S. Senate Committee on Health, Education, Labor, and Pensions, February 13, 2007, p.2. Downloaded from the internet: http://help.senate.gov/Hearings/2007_02_13/Hartmann.pdf.

Number of private sector workers who are not entitled to paid sick days to care for an ill child or family member: **86 million (70 percent)**

Lovell, Vicky, *No Time to Be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave*, Institute for Women's Policy Research, 2004, p.10.
Downloaded from the internet: <http://www.iwpr.org/pdf/B242.pdf>.

Percentage of low-income workers who are not entitled to paid sick days to care for a sick child: **89**

Lovell, Vicky, *No Time to Be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave*, Institute for Women's Policy Research, 2004, p.12.
Downloaded from the internet: <http://www.iwpr.org/pdf/B242.pdf>.

Leave for New Babies or Family Health Crises

Percentage of private sector workers nationwide who are not covered by the Family and Medical Leave Act: **53**

Waldfoegel, Jane, "Family and Medical Leave: Evidence from the 2000 Surveys," *Monthly Labor Review*, September 2001, p.20. Downloaded from the internet: <http://www.bls.gov/opub/mlr/2001/09/art2full.pdf>.

Estimated number of workers who were eligible for FMLA and needed family or medical leave in 1999-2000 but did not take leave because they couldn't afford to go unpaid: **2.7 million**

U.S. Department of Labor, *Balancing the Needs of Families and Employers: Family and Medical Leave Surveys*, downloaded from the internet: <http://www.dol.gov/esa/whd/fmla/fmla/chapter2.htm#2.2>. (Specifically, the survey found that 77.6 percent of an estimated 3.52 million Americans who needed but did not take family or medical leave in 1999-2000 said the reason was that they could not afford to go unpaid.)

Little Support From Government

Number of states in the U.S. where workers are guaranteed a minimum number of paid sick days: **0**

Where Families Matter: State Progress Toward Valuing America's Families, National Partnership for Women and Families, February 2006. Downloaded from

the internet:

<http://www.nationalpartnership.org/site/DocServer/WhereFamiliesMatter2005Report.pdf?docID=1056>.

Number of states where it is illegal for employers to fire a worker who refuses to work “mandatory overtime”: **0**

Golden, Lonnie & Helene Jorgensen, *Time After Time: Mandatory Overtime in the U.S. Economy*, Economic Policy Institute, January 2002. Downloaded from the internet: http://www.epinet.org/content.cfm/briefingpapers_bp120.

Number of states in the U.S. where it is illegal to discriminate against workers due to family responsibilities like being a parent or caring for an elderly relative: **1 (plus the District of Columbia)**

The Work-Family Dilemma: A Better Balance, A Better Balance: The Work and Family Legal Center & Barnard Center for Research on Women, 2007. Downloaded from the internet: <http://www.barnard.edu/bcrw/betterbalance/WorkFamilyDilemmaReport.pdf>.

An Outlier Nation

Of 177 countries worldwide, names of the four that do not guarantee paid leave and/or a substantial birth payment for parents to care for their newborn babies: **Liberia, Papua New Guinea, Swaziland, United States**

Heymann, Jody, Allison Earle & Jeffrey Hayes, *The Work, Family, and Equity Index: How Does the United States Measure Up?*, McGill University Institute for Health and Social Policy, 2007. Downloaded from the internet: <http://www.mcgill.ca/files/ihsp/WFEIFinal2007.pdf>. Plus data via email to Dr. Jody Heyman from the government of Lesotho.

Of the nation's included in the World Economic Forum's list of 20 most competitive economies, number that do not guarantee paid sick days to all workers: **1 (United States)**

Heymann, Jody, Allison Earle & Kate Penrose, *Importance of the Healthy Families Act to the Health of American Children*, Institute for Health and Social Policy, 2007. Downloaded from the internet: <http://www.speaker.gov/pdf/Heymann2.doc>.

Of those 20 most competitive economies, number that guarantee 31 or more days of paid sick time per year: **18**

Heymann, Jody, Allison Earle & Kate Penrose, *Importance of the Healthy Families Act to the Health of American Children*, Institute for Health and Social Policy, 2007. Downloaded from the internet:
<http://www.speaker.gov/pdf/Heymann2.doc>.

Affordable Friendly-Friendly Policy Options

Estimated cost to employers of a national law guaranteeing seven paid sick days to all full-time employees working for employers with 15 or more workers: **\$20.2 billion**

Lovell, Vicky, *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*, Institute for Women's Policy Research, April 2005.
Downloaded from the internet: <http://www.iwpr.org/pdf/B248.pdf>.

Estimated benefit to employers from the same national paid sick days law by reducing job turnover, spread of illnesses, and lost productivity when workers come to work sick: **\$28.4 billion**

Lovell, Vicky, *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*, Institute for Women's Policy Research, April 2005.
Downloaded from the internet: <http://www.iwpr.org/pdf/B248.pdf>.

Average amount deducted per month from the pay of California workers to support that state's first-in-the-nation paid leave family and medical program: **\$2.25**

Grant, Jodi, Taylor Hatcher & Nirali Patel, *Expecting Better: A State-By-State Analysis of Parental Leave Programs*, National Partnership for Women and Families, 2005, Downloaded from the internet:
<http://www.nationalpartnership.org/site/DocServer/ParentalLeaveReportMay05.pdf?docID=1052>.

Amount paid by California employers to fund the paid family and medical leave program: **\$0**

Dube, Arindrajit & Ethan Kaplan, *Paid Family Leave in California: An Analysis of Costs and Benefits*, unpublished manuscript, 2002. Downloaded from the internet: <http://www.iies.su.se/~ekaplan/paidfamilyleave.pdf>.