

LEAVES THAT PAY: Employer and Worker Experiences with Paid Family Leave in California

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Report is available at:
www.cepr.net/index.php/publications/reports/leaves-that-pay

OUTLINE

- Business Impact
- Benefits to Working Families
 - Length of Breastfeeding
- PFL Use by Men

BUSINESS OPPOSITION

- While legislation was being debated, and after passage, PFL was denounced as a “job killer”
- Business lobbying led to scaling back the original proposal (wage replacement for up to 12 weeks, with costs shared between employers and workers)
- Business voiced concern over costs of covering the work of those on leave, and about potential abuse
- Claimed burden would be especially difficult for small businesses

ACTUAL IMPACT OF PFL ON EMPLOYERS (2010 survey of 253 CA establishments)

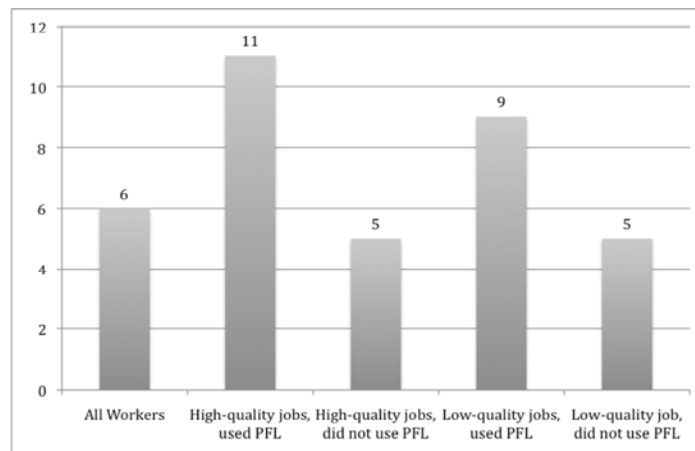
- 89% of employers said PFL had “no noticeable effect” or a “positive effect” on productivity
- 91% said it had “no noticeable effect” or a “positive effect” on profitability
- 93% said it had “no noticeable effect” or a “positive effect” on turnover
- 99% said it had “no noticeable effect” or a “positive effect” on morale
- Even fewer negative effects on small business
- 91% reported no knowledge of PFL abuse

BENEFITS TO WORKING FAMILIES

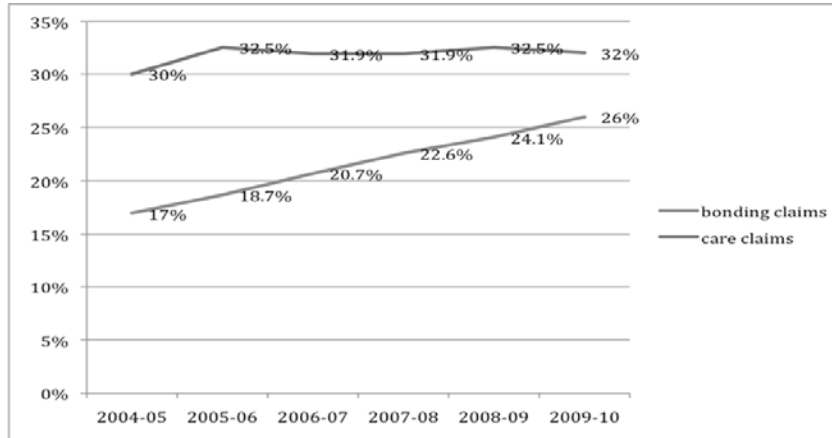
- Those who used PFL had higher rates of wage replacement than those who did not
- PFL users were able to take longer leaves, and were more satisfied with leave length, than those who did not use PFL for their leave
- PFL users were more likely to return to work for the same employer than non-users
- Care of new children/ill family members was enhanced by PFL use

(2009-10 screening survey, n=500)

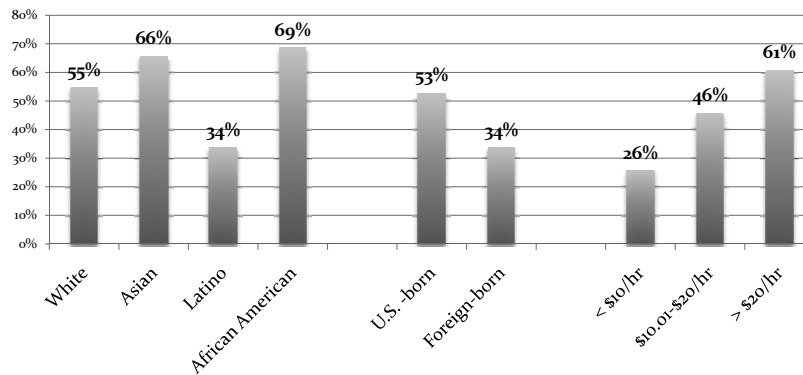
Median Weeks of Breastfeeding, by Job Quality and Use of PFL, 2009-10



Percentage of PFL Claims Filed by Men, by Claim Type, 2004-10 (California EDD Data)



UNEQUAL AWARENESS OF PFL



CONCLUSIONS/RECOMMENDATIONS

- US is one of just handful of countries without paid maternity and bonding leave
- Being able to delay return to work after childbirth increases likelihood of breastfeeding
- Provide adequate wage replacement so new mothers can afford to take time off
- Extend job protection to all workers