

The Case for Action: Paid Family and Medical Leave

At some point during our working lives, nearly all of us will need to provide or receive care

Paid Family and Medical Leave can protect workers when they need time away from work due to:

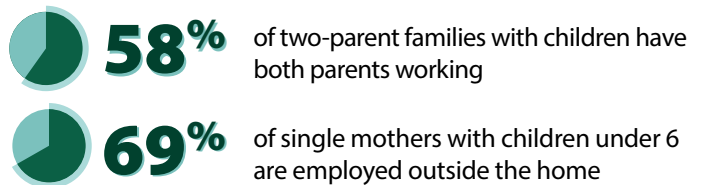


- The birth, adoption, or foster placement of a child
- Providing care for a loved one with a serious health issue
- Receiving care for a worker's own health condition
- The deployment of a family member in the military

Families are struggling to balance work and caregiving commitments



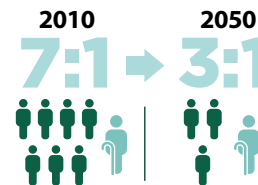
The majority of families today no longer have a full-time stay-at-home caregiver.



1 in 6 working adults are providing care for a family member over age 65



"Sandwich Generation"
1 in 4 of these individuals are also providing care for a child



The ratio of caregivers for aging family members is shrinking, from **7:1 in 2010** to a projected **3:1 by 2050**

Workers lack access to the leave they need to provide or receive care

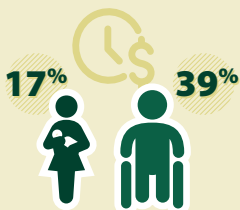
Many working families are left out of the limited existing landscape of family and medical leave programs

The FMLA provides up to 12 weeks of *unpaid* leave.



40% of workers are not even eligible for FMLA coverage

Access to employer-provided paid family and medical leave



Only **17%** of workers have employer-sponsored paid family leave and only **39%** have temporary disability benefits.

Lower-earning workers have less access to these benefits.



Lowest-earning quartile: **8%** have access to paid family leave (PFL) and **19%** to short-term disability insurance (TDI)

Highest-earning quartile: **28%** have access to PFL and **54%** to TDI.



Workers in white collar jobs are more likely to have PFML benefits than workers in blue or pink collar jobs.