

The Importance & Possibility of **Paid** Family Leave In Nebraska

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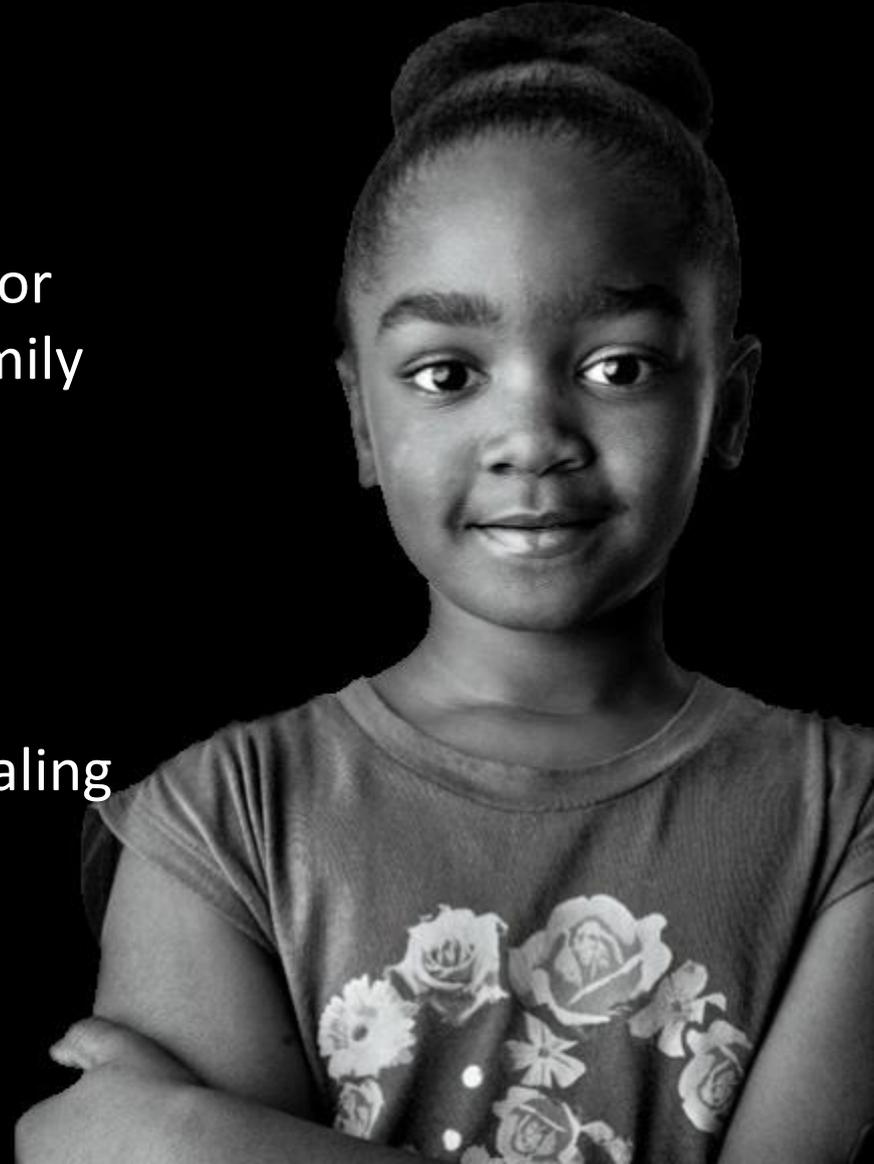
Paid Family Leave & Income Inequality

- 94% of low-wage workers in the U.S. have no access to paid family leave
- One in four new mothers in the U.S. are back at work just 10 days after childbirth
- People who make more than \$75,000 are twice as likely to get paid leave than people who make less than \$30,000
- Nearly half of new parents who make less than \$30K annually who did not have fully paid parental leave sought public assistance

‘The Haves & Have Nots of Paid Family Leave’
A report by PL+US: Paid Leave for the United States.
May 2017

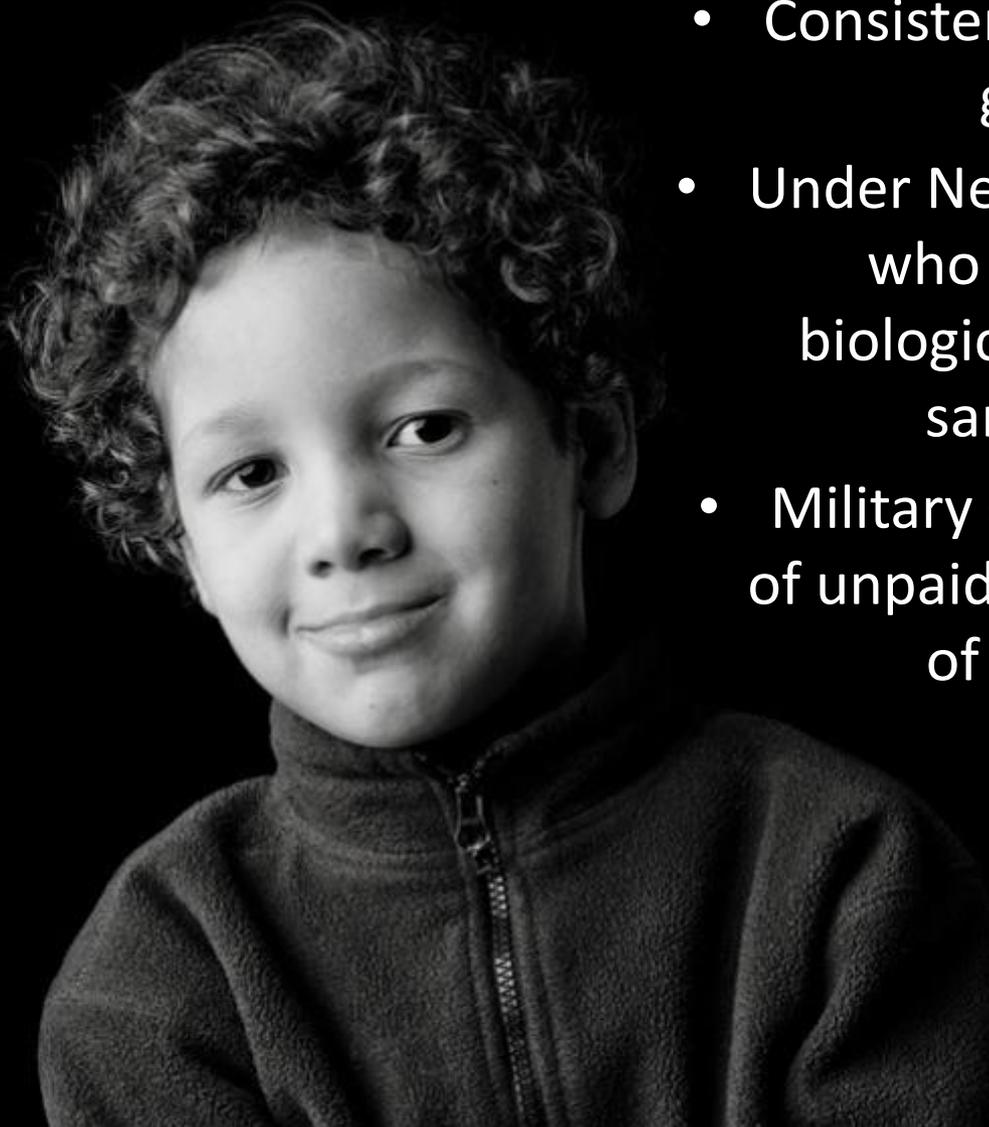
Paid Leave Policy Prescriptions

- **Covers all workers** regardless of business size or rank or position
- **Covers family and medical leave** for new child, serious personal or family illness, in all types of families
- **Affordable** for families and for businesses and includes job and benefits protection
- **Adequate time** for bonding or healing



Nebraska State Law

- Consistent with federal FMLA but does grant additional rights
- Under Neb. Rev. Stat. 48-234 employers who provide parental leave for biological parents must also provide same for adoptive parents
- Military exceptions for up to 30 weeks of unpaid leave for parents and spouses of person called to service



Current Legislation in Nebraska - LB 305

Introduced by Senator Sue Crawford in 2017 to create the Paid Family Medical Leave Insurance Act

- **Who is covered?**
 - Nebraska employees covered by unemployment insurance – 90-95% of the total workforce in Nebraska
- **How is the program funded?**
 - Contributions from payroll deductions of covered employees not to exceed one-half of one percent of an employee's gross wages in any twelve month period
- **What reasons allow for paid leave?**
 - Care for self, care for a new child, care for a family member, military exigency leave
- **What are the benefits?**
 - Benefits are capped and range from 50% to 95% of weekly wages based on earnings

Current Legislation in Nebraska - LB 305

- **Nondiscrimination**

- Covered individuals are entitled to have their jobs or equivalent positions back upon return, including fringe benefits and service credits

- **How long can a worker receive benefits?**

- 6-12 weeks depending on type of leave

- **Is there an unpaid waiting period?**

- Yes, a 7 day unpaid waiting period with two military exceptions

- **Notice**

- Each covered employer shall provide written notice upon hiring and annually thereafter

- **Legislative Intent and Reporting**

- Utilize existing data and technology, including unemployment insurance, and submit an annual report with data that includes usage, contributions and costs.

Barriers and Further Research

- **Lack of Temporary Disability Insurance System**
- **Funding**
 - Build and Administration Costs
 - Benefit Payment Costs
- **Business Opposition**
- **Unanswered equity-related research questions include:**
 - How do FMLA impacts on leave-taking, employment, and child health outcomes vary by race/ethnicity?
 - What is the impact of the FMLA on maternal or employee health outcomes, especially for vulnerable subgroups?
 - What is the impact of the FMLA on gender discrimination?

Strong Public & Business Support

- **64 percent of voters** say they are more likely to vote for an elected official who supports policies such as paid family and medical leave, paid sick days and equal pay.
- Leaked internal polling shows **potential and current state chambers of commerce members support paid leave.**

1: Lake Research Partners/The Tarrance Group Survey of 2014 Election Voters

2: <http://www.prwatch.org/news/2016/03/13072/chamber-commerce>



What's Next?

