

# VT FaMLI

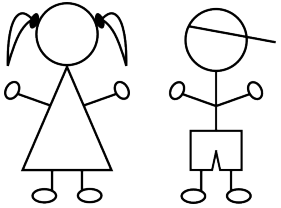
Vermont Family and Medical Leave Insurance

*We all benefit when our kids have strong beginnings and economic security.*

**Voices**  
for Vermont's Children

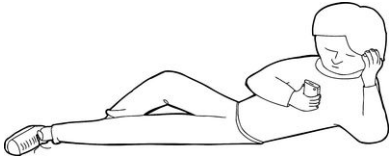
Michelle Fay, MPA – Associate Director

# The Vermont Landscape: Working Families



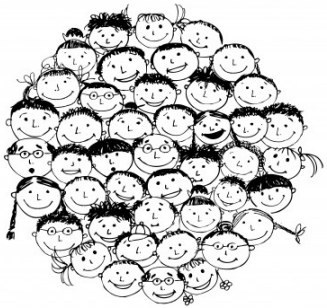
**70.4%**

of children 0-5 have all available parents in the workforce



**78.5%**

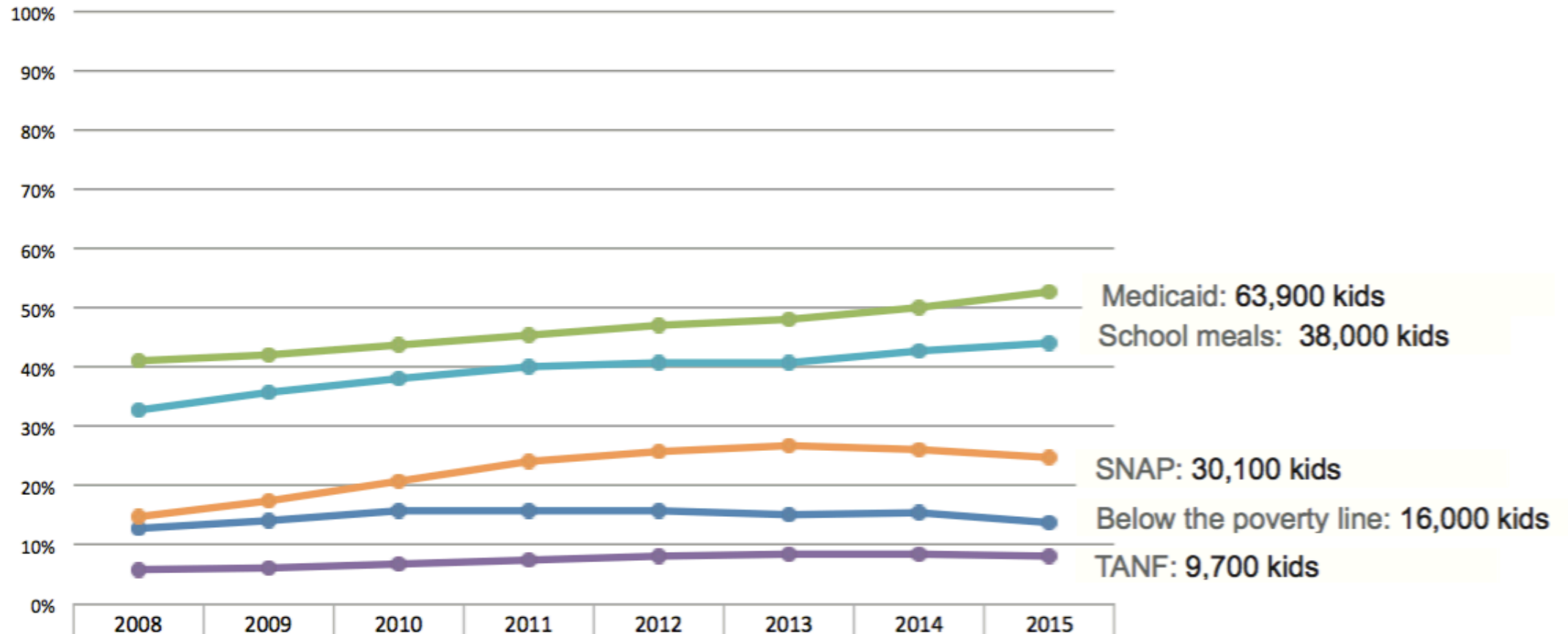
of children ages 6-17 have all available parents in the workforce



**23,000**

Children live in low income working families, defined as earning 200% FPL or less. For a family of 4 this is \$48,500. JFO puts a basic needs budget for a family of four with two adult earners at over \$90,000. (2015 figures)

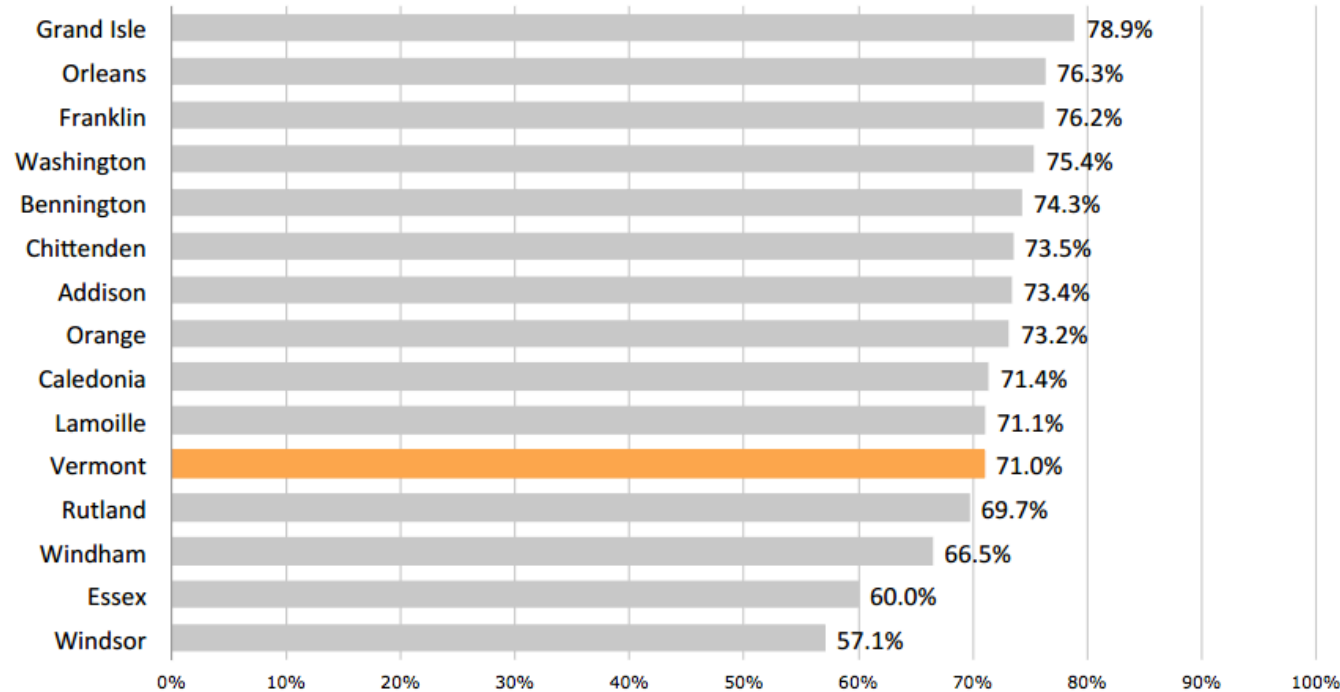
# The Vermont Landscape: Economic Security



# The Vermont Landscape: Children's Health

## HEALTH

**Percent of children ages 19-35 months who are fully immunized<sup>14</sup>**



## Vital Statistics

Vermont  
rate

Early Prenatal Care<sup>6</sup> 83.5

Low Birth Weight<sup>7</sup> 6.5

Infant Mortality<sup>8</sup> 4.5

\*Child Deaths<sup>9</sup> 14.0

\*Teen Deaths<sup>10</sup> 44.2

Young Teen Births<sup>11</sup> 6.9

All Teen Births<sup>12</sup> 15.9

New Families at Risk<sup>13</sup> 4.4

# Key Impacts of FaMLI



## Childbirth

- 5% fewer low birthweight babies
- 8% fewer preterm births
- 10% Fewer child deaths
- Support critically important parent-child bonding
- Better maternal mental health
- Avoid cost and shortage of infant childcare



## Childbirth

- Benefits are strongest when mothers don't return to the workforce in the first 12 week
- Partners' early , shared involvement in the care of children is linked to reduced divorce rates as well as improved cognitive development and educational performance for their children.



## Adoption & Foster Care

- Allows for equity in family formation between birth and adoptive parents
- Supports families, and particularly children experiencing a time of change and transition.
- Allows for trauma-informed bonding and relationship building at a critical time.



## Child Health

- The presence of parents shortens children's hospital stays by 31%
- Infants are more likely to be breastfed in the first year of life, more likely to have their full DPT/Polio vaccinations, and more likely to have regular checkups.

# Key Impacts of FaMLI – Economic Stability



## Self Care

- Lack of access to a medical leave insurance program forces parents to make impossible choices between attending to their health and forgoing a paycheck.
- Postponed treatment can lead to greater health care costs and longer work absences



## Family Caregiving

- The lowest income family caregivers have the highest burden of care in terms of both the number of hours they spend helping their family member and in their actual proportion of income spent on care
- Pressures from balancing caregiving and work responsibilities can take a toll on caregivers, and reduced income causes them to cut back on their own health care.



## Economic Security

- Mothers who have 30+ days of leave are significantly more likely to report wage increases in the year following the child's birth.
- Financial pressures lead caregivers to reduce spending on food, clothing, and children's expenses, and to increase debt.

# Family & State Economic Impacts



- ✓ An estimated 1,098 to 3,220 workers and their families receive the financial security of staying above the poverty level due to leave benefits. Higher impacts depend on full income replacement.
- ✓ Implementation of a FaMLI program would save Vermont families an estimated average of \$1,032 to \$1,747, primarily from averted child care costs. This translates to \$2.04 to \$3.46 million annually in savings for Vermont parents.
- ✓ Vermont sees an estimated \$276,965 in savings due to an increased number of Vermont's newborn infants that are healthy and have normal birthweights.

# Key Takeaways

- Establishing a family and medical leave insurance program has been shown to promote emotional, physical, and financial wellbeing for children and parents alike, which convey both immediate and long-term benefits.
- A FaMLI program will improve family economic security by supporting people in balancing their caregiving and employment roles and keeping mothers, in particular, in the workforce.
- 12 weeks leave is the minimum for key outcomes related to childbirth, including breastfeeding and postponing exposure to infections in child care.
- Full income replacement will make it possible for low-income working families to use the leave insurance program.
- Everyone in Vermont benefits when our working families are supported, and our children get the strong, healthy beginnings they deserve.



# Resources

- Vermont Paid Family and Medical Leave Feasibility Study Final Report.  
[http://women.vermont.gov/sites/women/files/pdf/VT%20PFML%20Study\\_Final%20Report\\_FINAL\\_V3.pdf](http://women.vermont.gov/sites/women/files/pdf/VT%20PFML%20Study_Final%20Report_FINAL_V3.pdf)
- IWPR Briefing Paper: Maternity, Paternity and Adoption Leave in the United States. <https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/A143%20Updated%202013.pdf>
- Kids Count Data Center – Vermont. <http://datacenter.kidscount.org/data#VT/2/0/char/0>
- Vermont Kids Count State Snapshot: <http://www.voicesforvtkids.org/wp-content/uploads/vermont.pdf>
- Evercare/National Alliance for Caregiving Report: Family Caregivers – What they Spend, What they Sacrifice.  
[http://www.caregiving.org/data/Evercare\\_NAC\\_CaregiverCostStudyFINAL20111907.pdf](http://www.caregiving.org/data/Evercare_NAC_CaregiverCostStudyFINAL20111907.pdf)
- Joint Fiscal Office Basic Needs Budget Report.  
<http://www.leg.state.vt.us/jfo/reports/2015%20Basic%20Needs%20Budget%20report%2001-15-2015.pdf>