



Vermont Businesses
for Social Responsibility

Universal Paid Family Leave is Good for Business, Good for Workers presented by VBSR

February 5, 19

Below is a list of reports cited in my testimony in support of H.107, given February 6th, 2019 on behalf of Vermont Businesses for Social Responsibility:

The Economic and Social Impacts of Paid Family Leave in California: Report for the California Employment Development Department

https://www.edd.ca.gov/disability/pdf/PFL_Economic_and_Social_Impact_Study.pdf

“Using data on nearly all California employers that ever existed between January 2000 and December 2014, we find no evidence that firm turnover or wage costs rise when leave-taking rates rise. In fact, the average firm has a lower per worker wage bill and a lower turnover rate today than it did before PFL was introduced.” (Kelly Bedard, 2016)

“Women and men from all income and age groups, working in firms of all sizes and industries, make PFL claims for both bonding with a newborn or adopted child and caring for an ill family member.” (Kelly Bedard, 2016)

“High earners are more likely to be attached to the labor market after the claim, between 38 and 55 percent of high earning women are classified as always employed post-claim, between 49 and 64 percent of high earning men are classified as always employed post-claim.” (Bedard, 2016)

“80.4 percent of female bonding claimants, 83.1 percent of male bonding claimants, 91.7 percent of female caring claimants, and 92.8 percent of male caring claimants are observed having one claim, respectively between 2004 and 2014.” (Kelly Bedard, 2016)

“CAPFL increased the usual weekly work hours of employed mothers of one to three-year-old children by 10-17 percent. (Kelly Bedard, 2016)

Paid Parental Leave: A Detailed Look at Approaches Across OECD Countries

https://www.worldpolicycenter.org/sites/default/files/WORLD%20Report%20-%20Parental%20Leave%20OECD%20Country%20Approaches_0.pdf

“Cross-national analyses showed that increasing the duration and benefit level provided by paid leave policies increased rates of women’s labor force participation.” (Raub, 2018).

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“The Slowly Narrowing Gender Wage Gap”, Institute for Women’s Policy Research
https://iwpr.org/wp-content/uploads/2018/11/C474_IWPR-Still-a-Mans-Labor-Market-update-2018-2.pdf

“43 percent of today’s women workers had at least one year with no earnings, nearly twice the rate of men,” and that “For those who took just one year off from work, women’s annual earnings were 39 percent lower than women who worked all 15 years between 2001 and 2015” (Hartmann, 2018).

“California’s family leave policy is decreasing nursing home use and saving Medicaid dollars”
<https://equitablegrowth.org/californias-paid-family-leave-policy-is-decreasing-nursing-home-use-and-saving-medicaid-dollars/>

“The estimated effect of paid family and medical leave on nursing home utilization in California is a decline of more than 11 percent in the share of the elderly residing in nursing homes.” (Jacobs, 2018)

"Launching the Rhode Island Temporary Caregiver Insurance Program (TCI): Employee Experiences One Year Later."
<https://docplayer.net/19555786-Launching-the-rhode-island-temporary-caregiver-insurance-program-tci-employee-experiences-one-year-later.html>

“In Rhode Island, 80% of those surveyed who experienced a life event that would qualify them to take paid leave, but chose not to, cite unaffordability (60% of wages, up to \$795 per week) as a reason they didn’t take leave.” (Silver, 2016)

Respectfully Submitted,

Samantha Sheehan, Communications Manager

samanthas@vbsr.org