

Best Practices for Crafting Paid Leave Proposals

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For Many Reasons, A Lot of Workers Don't Take Leave Even if They Have Access

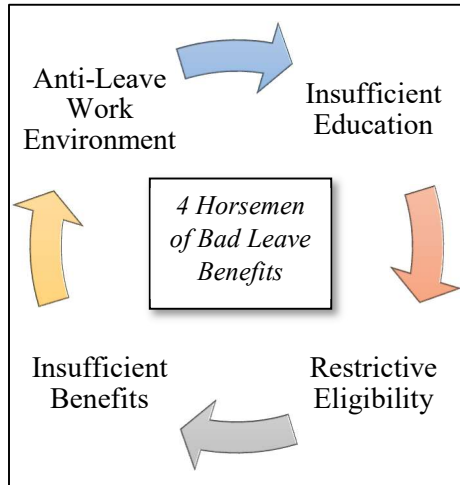
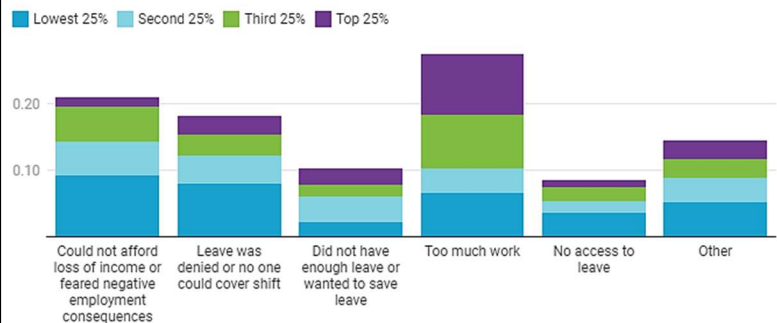


Figure 4: Among those who did not take leave when it was needed, percent who said the reason was...



Workers' reasons for not taking paid leave by income quartile.

Source: Authors' calculations using ATUS, 2017-2018; Sawhill et al, "A primer on access to and use of paid family leave," Brookings, Dec. 5, 2019.

Employer- and State-Based Paid Leave Plans Should be Accessible, Inclusive & Reliable

Accessible

Workers AND managers should be trained and retrained to understand the policy and limit misinformation.

Materials should be in plain language, multiple formats (e.g., online and orientation), & multiple languages.

Inclusive

Limit tenure requirements (months, hours or years worked) so part-timers and those in high-turnover positions can use benefits.

Expand coverage options to include extended family, chosen family and other dependents as well as bereavement, domestic violence and pregnancy loss.

Reliable

Full wage replacement and a high weekly benefit cap ensures affordability, but higher wage replacement for lower-wage workers can help balance costs.

Plans should include at least 12 weeks of benefits and offer job protections that meet or exceed FMLA requirements.

Unions Can Improve Members' Experiences with Paid Leave Benefits In & Out of Bargaining

