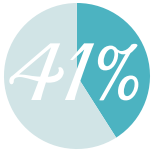




SB 63 Parental Leave

This bill would provide up to 12 weeks of job-protected maternity and paternity leave to eligible employees who work for companies with 20 or more employees.

Percentage of workers not covered by our family leave laws



Because the California Family Rights Act and the Family Medical Leave Act only protect workers at companies with 50 or more employees, nearly half of California workers can be fired for taking parental leave.

■ Non-Eligible
■ Eligible

Source: http://www.labormarketinfo.edd.ca.gov/file/indsize/chart_sob2014_3.pdf

Senate Bill 63

would impact 6% of businesses in California, while extending job-protected parental leave to up to 2.7 million California workers.

A 2013 field poll found that almost 2 out of 5 employees who were eligible to use PFL, but did not apply, chose not to because they feared losing their job or other negative consequences at work.



2 out of 5 employees do not take Paid Family Leave because they fear losing their job

Source: Milkman, R., & Appelbaum, E. (2013). Unfinished business: Paid family leave in California and the future of US work-family policy. Cornell University Press.

According to a small business poll on family leave, when asked about the principal problem caused by the employee's absence, the most frequent response was

“no real problems”

Source: <http://411sbfacts.com/files/familymedleave.pdf>

On average, small businesses have just

1 request for leave every 3 years

less than a 1/3 of all requests were for parental leave

10 years after Paid Family Leave was enacted, a study found that employers around the state reported that PFL had either a “positive effect” or “no noticeable effect” on productivity (89 percent), profitability/performance (91 percent), turnover (96 percent), and employee morale (99 percent). Small businesses were less likely than larger establishments to report any negative effects.

Source: cepr.net/documents/presentations/Milkman_Appelbaum_briefing_Jan2014.pdf

9 other states plus the District of Columbia already have parental leave laws that cover employees who work for smaller businesses.

- NEW YORK - Applies to all employers and, starting in 2018, provides workers with 8 weeks — increasing to 10 weeks in 2019 and to 12 weeks in 2020 — of job-protected parental leave.
- RHODE ISLAND - Applies to all employers and provides 4 weeks of paid, job-protected parental leave.
- MASSACHUSETTS - Applies to employers with six or more workers and provides 8 weeks of job-protected parental leave.
- MAINE - Applies to employers with 15 or more employees and provides 10 weeks of job-protected parental leave over a 2 year period.
- MARYLAND - Applies to employers with 15 to 49 employees and provides 6 weeks of job-protected parental leave.
- MINNESOTA - Applies to employers with 21 or more workers and provides 12 weeks of job-protected parental leave.
- NEW JERSEY - Applies to employers with 50 or more employees nationwide and provides 12 weeks of job-protected parental leave over 2 years.
- OREGON - Applies to employers with 25 or more employees and provides 12 weeks of job-protected parental leave.
- DISTRICT OF COLUMBIA - Applies to employers with 20 or more employees and provides 16 weeks of job-protected parental leave over 2 years
- VERMONT - Applies to employers with 10 or more employees and provides 12 weeks of job-protected parental leave.

Source: <http://www.nationalpartnership.org/research-library/work-family/expecting-better-2016.pdf>