



Oklahoma Turning Point Council

COMMUNITY PARTNERS IN PUBLIC HEALTH INNOVATION

# Paid Family and Caregiver Leave



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## Oklahoma Turning Point Council (OTPC)

- OTPC is an independent statewide council focused on education and advocacy efforts aimed at improving Oklahoma's health status.
- The Turning Point philosophy is anchored by two fundamental convictions:
  - 1. Communities have inherent strengths
  - 2. Everyone has a stake in public health



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## Oklahoma Turning Point Council (OTPC)

- The OTPC provides guidance and receives feedback from community partnerships on local and state policy issues that may impact health improvement efforts.
- OTPC sponsors community meetings on primary policy objectives and sponsors an annual Policy Day to engage the community in the development of primary policy objectives and advocacy efforts.



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Educate the public and advocate for policies and programs supporting paid family and caregiver leave.



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- At some stage of each and every one of our lives, we will depend on others to care for us.
- It would be great if those who provided that care were people we loved and who also loved us.
- Paid family and caregiver leave laws can help ensure that we *all* have access to loving care from family members.



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- The United States is one of the few developed countries that does not mandate a national PFCL law.<sup>1</sup>
- There are countries who provide as much as 166 weeks PFCL to families. (Estonia)<sup>1</sup>
- The second lowest number of weeks PFCL available to families in other developed countries is 12 weeks. (Mexico)<sup>1</sup>



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## State Family and Caregiver Leave Programs in the US

Table adapted from Department of Labor website: <https://blog.dol.gov/2016/08/18/caring-for-elderly-parents>

	California	New Jersey	Rhode Island	FMLA
Year enacted	2004	2009	2014	1993
Job protection	No	No	Yes (family care only)	Yes
Maximum leave per year	6 weeks	6 weeks	4 weeks	12 weeks
Leave allowed for self care	52 weeks	26 weeks	30 weeks	12 weeks
Monetary benefit amount	55% of weekly salary	66.7% of weekly salary	~ 60% of weekly salary	Unpaid
Maximum monetary benefit	\$1,129/week (2016)	\$615/week (2016)	\$795/week (2015)	Unpaid



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## Family Medical Leave Act (FMLA)

- The Family Medical Leave Act (FMLA) provides up to 12 weeks of *unpaid leave* to some U.S. workers.
- To receive FMLA a person must:
  - Work for a company of 50 or more employees
  - Have worked for the same employer for 12 months or longer
  - Have worked 1250 hours in those prior 12 months<sup>2</sup>





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Currently there are only 3 states in the United States who provide PFCL to their employees.

Those states are: California, New Jersey, and Rhode Island.

In January 2018, New York will join them.



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California:

## *The California Paid Family Leave Insurance Program*

- Began in 2004
- 12 weeks of FMLA (unpaid)
- 4 months of maternity disability per year (paid 55% of weekly wage)



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## New Jersey: *Paid Family Leave Program*

- Began in 2009
- To utilize, one must have worked for at least 20 calendar weeks and must have earned at least 1000 times the state minimum wage during the 52 weeks prior to using the leave.<sup>6</sup>
- Concurrently using FMLA while using paid leave benefits.<sup>6</sup>
- May only earn 66% of wages.<sup>6</sup>
- Concurrently using FMLA while using paid leave benefits.<sup>6</sup>
- Must have used all other leave before utilizing paid leave benefits.<sup>6</sup>



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## Rhode Island:

### *The Rhode Island Temporary Caregiver Insurance Program*

- Available to all employees and employers who decide to participate.<sup>6</sup>
- Offers 4 weeks of paid leave to care for family members.<sup>6</sup>
- Can draw between \$72 and \$752 per week depending on employee's earnings.<sup>6</sup>



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## New York: *Paid Family Leave Program*

- To begin in January 2018
- Available to all private employees both full and part time employed, and have worked for same employer for the previous 26 weeks.
- In the first year one may draw 50% of pay, by the fourth year of implementation, 66% can be drawn.



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## Family and Medical Leave Insurance Act

- Proposed by Senator Kirsten Gillibrand (D-NY) and Representative Rosa DeLauro (D-CT)
- 12 weeks paid leave per year to care for family members
- No limits on employment status or size of company



## Benefits of Paid Family and Caregiver Leave

- Increased time spent between new parents and infants increases bonding and attachment which in turn creates healthier, more resilient children.<sup>2,3,10</sup>
- PFCL increases the likelihood that a new mother will initiate breast feeding, increases duration of breast feeding, increases rates of immunizations and decreases rates of postpartum depression.<sup>3, 11</sup>
- A recent study following California's implementation of PFCL suggested decreased incidence of abusive head trauma amongst children.<sup>12</sup>
- Paid Family Leave increases the likelihood that a friend or other family member can act as a respite caregiver for a spouse who is acting as a full time caregiver.<sup>13</sup>



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## Benefits of Paid Family Caregiver Leave

- The Wounded Warrior Project says that over 48,000 military members have been injured in recent conflicts, it also emphasized that supportive family members and caregivers are an important part of the military member's recovery.<sup>13</sup>







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## Benefits of Paid Family and Caregiver Leave

- In Oklahoma, the elderly population is expected to increase by 37% over the next 15 years.<sup>14</sup>
- Of those aged 65-74 years, 3.4% need help with every day personal care and of those aged 75 and older, 12% need help.<sup>15</sup>





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## Benefits of Paid Family and Caregiver Leave

- Paid family leave is of benefit to employers by decreasing job turnover.<sup>10</sup>
- Paid family leave is of benefit to the US economy by decreasing the need for public benefits.<sup>10</sup>
- Paid family leave increases breast feeding rates which has been predicted to save the US \$13 million.<sup>11</sup>





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## Call to Action!

- Sign your organization to the [OTPC Paid Family and Caregiver Leave Letter of Support](#).
- Educate businesses and advocate for policies and programs supporting paid family and caregiver leave.
- [Contact your state elected officials](#) and voice your support for paid family and caregiver leave.
- [Join OTPC](#) to create partnerships in your community and state to support paid family and caregiver leave policies and programs.
- [Register to vote!](#)
- [Be aware of Oklahoma election deadlines and dates!](#)



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For additional information please visit OTPC:

Website: [okturningpoint.org](http://okturningpoint.org)

Twitter: [@OKTurningPoint](https://twitter.com/OKTurningPoint)

Facebook: [OK Turning Point Council](https://www.facebook.com/OKTurningPointCouncil)



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