

# Family and Medical Leave Use and Need Among City of Madison Employees

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# Presentation Outline

**I. Family and medical leave policies**

**II. City of Madison Paid Leave Study**

**III. Findings**

**A. Leave Use**

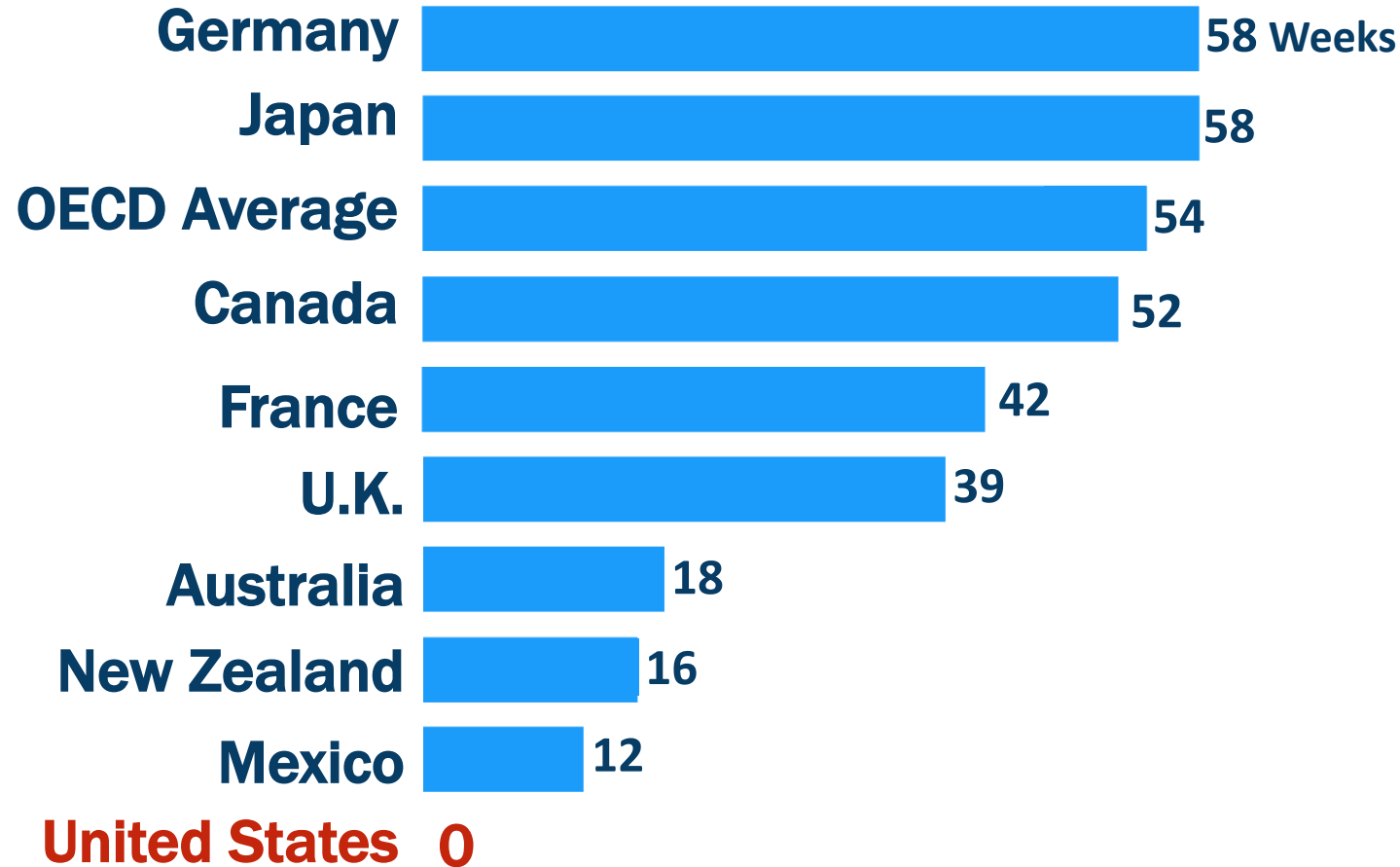
**B. Satisfaction**

**C. Unmet need for leave**

**D. Barriers**

**IV. Conclusions**

# For paid family and medical leave:



the **U.S.** is an outlier among developed nations

# Family and Medical Leave in the U.S.

## Family and Medical Leave Act (FMLA)

- Up to 12 weeks of job-protected leave
- Unpaid

## Employer paid family leave policies

- Benefits employees and employers
  - Increase in **profitability** and **employee productivity**

# Current Leave Policy at the City of Madison

**Paid time off:** Sick leave, personal days, vacation and holidays

- 26.5 days (excluding holidays)

**Wage insurance**

- <65% of regular salary (after sick leave)
- 6 weeks post-birth for birth mothers

# City of Madison Paid Leave Study

## Study components:

- Survey of all 2825 City of Madison employees
  - 1,700 respondents, a 63% response rate
- Matched administrative data
- Interviews with 17 supervisors and key personnel

## Findings: Family and Medical Leave Use

**2/3 – any family or medical leave (past 5-10 yrs)**

- **Personal medical leave: 35%**
- **Caregiving leave 36%**
- **Parental leave 21%**

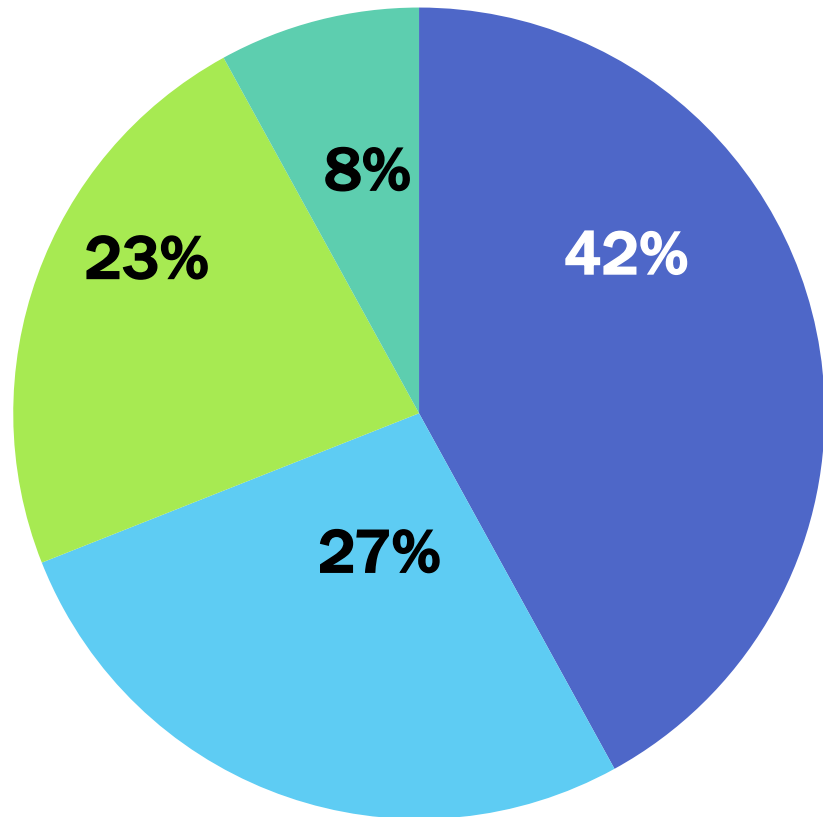
# Medical Leave

	Took leave (%)	Avg. days off
<b>Total</b>	35	22
<b>Professional</b>	34	23
<b>Field</b>	35	22
<b>Police</b>	26	13
<b>Fire</b>	26	21
<b>Metro</b>	48	30



# Caregiving Leave

## Care Recipient during Caregiving Leave



Women take twice as much time off as men for each caregiving leave



# Parental Leave Use

	Took leave (%)	Avg. days off
<b>Total</b>	94	28
<b>Men</b>	93	19
<b>Women</b>	96	52
<b>Whites</b>	95	28
<b>Racial/Ethnic minorities</b>	86	23

Among employees with a child age 10 or younger

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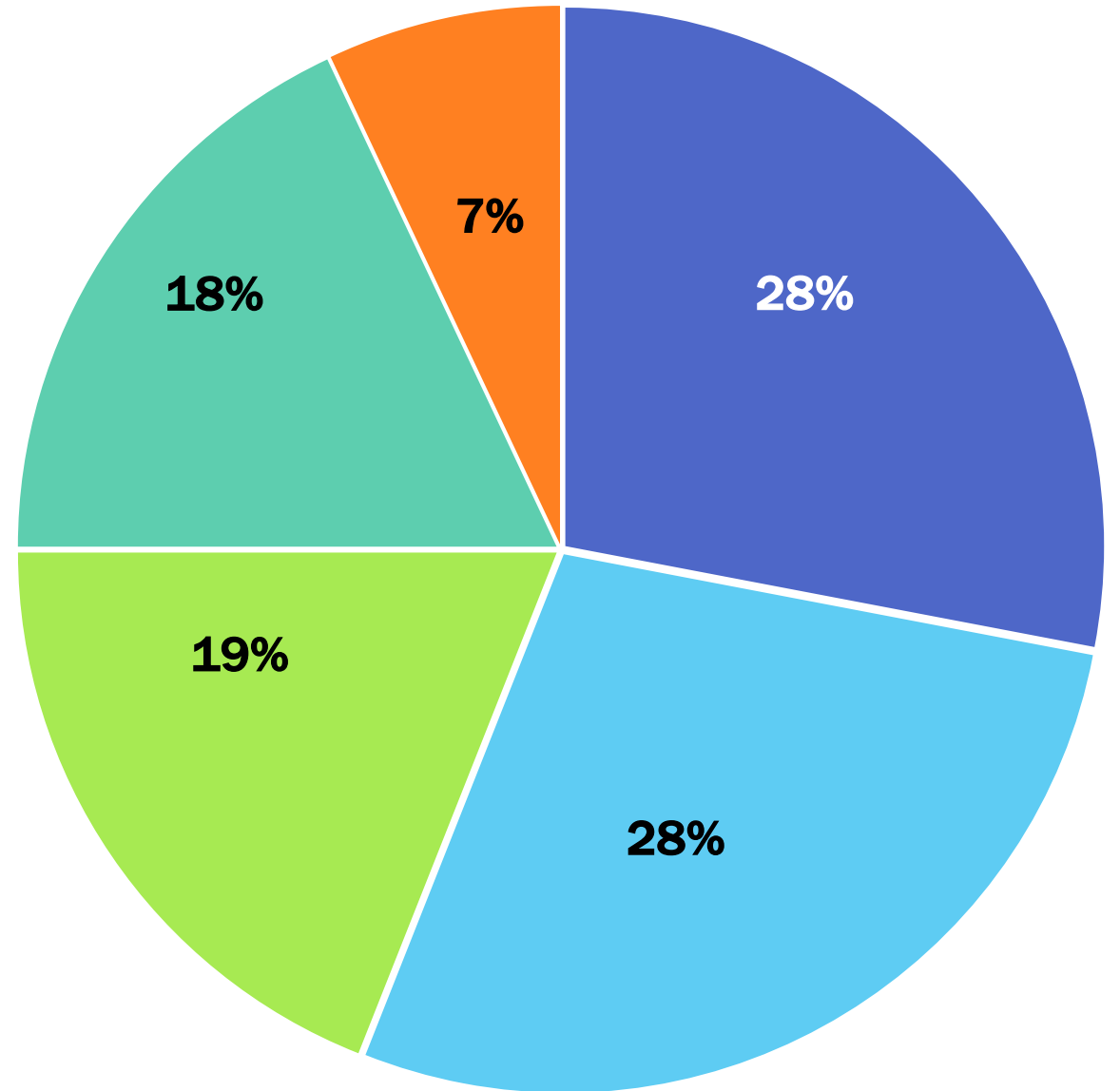
## Dissatisfaction with Length of Leave

Employees who felt the length of leave was too short:

- 62% - medical leave
- 58% - parental leave
- 56% - caregiving leave

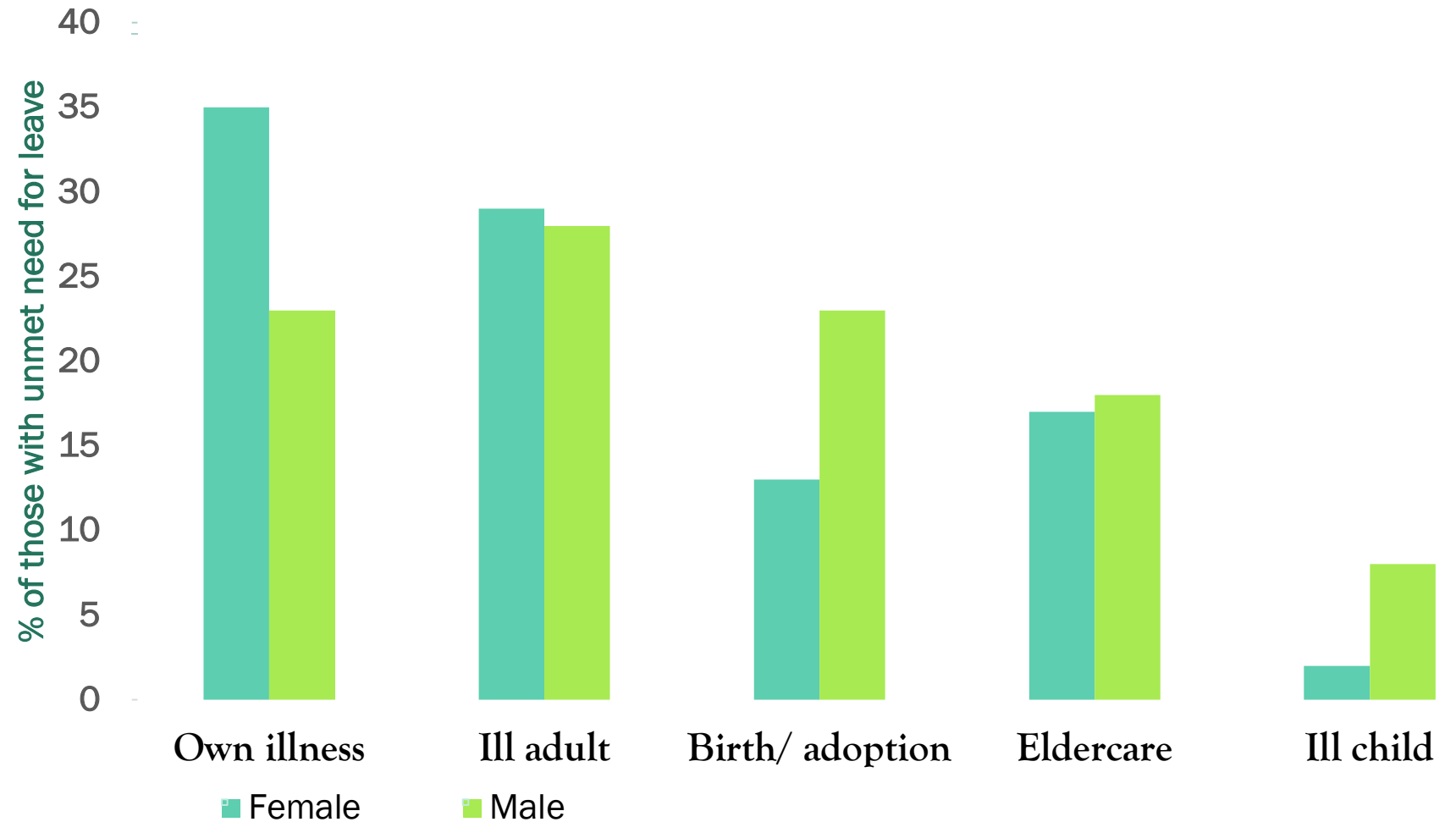
# Unmet Need for Leave

Reasons for Wanting  
Leave that was  
Ultimately Not Taken



# Unmet Need for Leave

## Reasons by Gender





# Barriers to Leave

- Financial concerns

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- Job inflexibility
- Pressured to return
- Cultural Barriers
  - Negative comments
  - Gendered attitudes

## Conclusion

- The majority of City employees have taken family or medical leave in the past five years.
- There are disparities in the use of leave.
- Findings may point to the need for a guaranteed paid leave policy and other measures to overcome bias.

# We gratefully acknowledge the assistance of

- **Project Sponsors: Mayor Paul Soglin, Alder Shiva Bidar-Sielaff, and Alder Maurice Cheeks**
- **Undergraduate Assistants: Lisa Xiong, Alexandra Warzecha**
- **Respondents to the Survey**
- **Interview participants**
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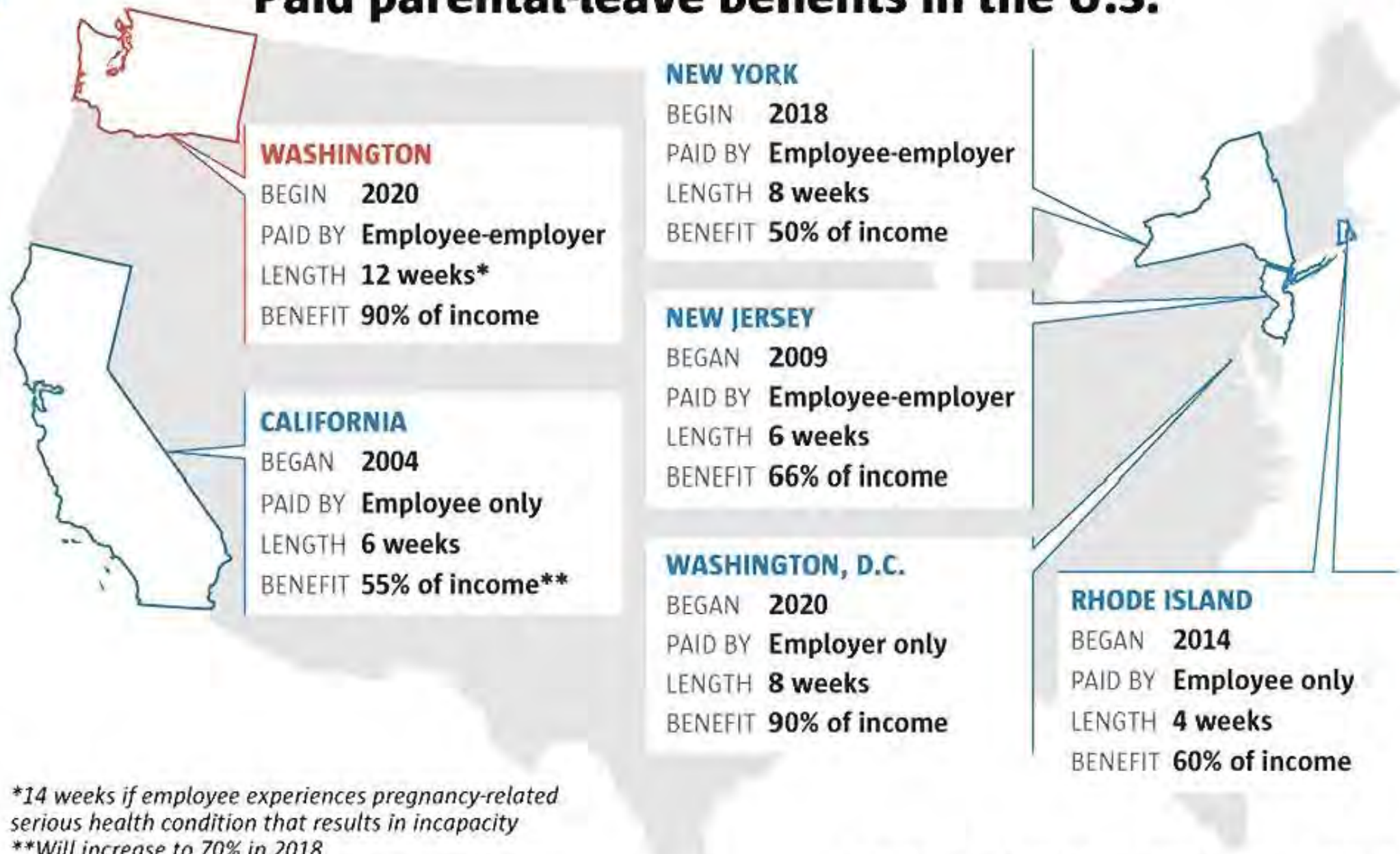
**Questions?**



EXTRA SLIDES WITH INFORMATION ON STATE PROGRAMS



# Paid parental-leave benefits in the U.S.



\*14 weeks if employee experiences pregnancy-related serious health condition that results in incapacity

\*\*Will increase to 70% in 2018

Source: National Partnership for Woman and Families

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# FAMILY LEAVE PROGRAMS

FOR SELF CARE, TO BOND WITH A CHILD OR TO CARE FOR A FAMILY MEMBER

	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
Benefit amount	55% of weekly salary	66.7% of weekly salary	Approx. 60% of weekly salary	Unpaid
Maximum benefit	\$1,129/week (2016)	\$615/week (2016)	\$795/week (2015)	Unpaid