Percent of Employed **Lacking** Access to Paid Family and Medical Leave Benefits, NH 2016

- Own Illness: 37%
- Parental Leave: 48%
- Ill Family Care: 63%

Source: Granite State Poll, Paid Family and Medical Leave Insurance Module, Winter 2016
Who Lacks Access?

- Women
- Part-time workers
- Workers with lower incomes
- Workers in smaller firms

Source: Granite State Poll, Paid Family and Medical Leave Insurance Module, Winter 2016
Rise in Women in the Labor Force

Aging NH Population

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent of population over 65</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>11%</td>
</tr>
<tr>
<td>1990</td>
<td>11%</td>
</tr>
<tr>
<td>2000</td>
<td>12%</td>
</tr>
<tr>
<td>2010</td>
<td>14%</td>
</tr>
<tr>
<td>2015</td>
<td>17%</td>
</tr>
</tbody>
</table>

Current Federal Policy

Family Medical Leave Act (1993)

• 12 weeks of **UNPAID**, job-protected leave

• Work for an employer with 50 or more workers

• Worked 1,250 hours for same employer over previous year
Employer-provided Paid Family and Medical Leave in NH, 2011

- 10% of firms employing less than 10 employees offer paid family leave
- 30% of firms employing 250 or more employees offer paid family leave

Fragmented System

- Access is unequal
- Cobble together paid and unpaid leave
- Do not provide the care
- Quit the labor force
Strong Support for a Paid Family and Medical Leave Law in NH, 2016

All
- Support strongly: 82%
- Support somewhat: 76%
- Neutral/DK: 8%
- Oppose somewhat: 4%
- Oppose strongly: 2%

Women
- Support strongly: 88%
- Support somewhat: 80%
- Neutral/DK: 8%
- Oppose somewhat: 2%
- Oppose strongly: 2%

Men
- Support strongly: 76%
- Support somewhat: 66%
- Neutral/DK: 8%
- Oppose somewhat: 6%
- Oppose strongly: 2%

Source: Granite State Poll, Paid Family and Medical Leave Insurance Module, Winter 2016
Gender Differences in Support in NH

Concentrated in specific sub-groups:
Men who are:
• Married
• Employed
• Have higher education levels
• Live in higher-income families
Support for Paid Family and Medical Leave Insurance in NH

- Democrat: 99% Women, 96% Men
- Independent: 70% Women, 64% Men
- Republican: 82% Women, 69% Men

Source: Granite State Poll, Paid Family and Medical Leave Insurance Module, Winter 2016
Willing to Pay for Paid Family and Medical Leave Insurance, NH

- 69 percent of NH workers are willing to pay $5 per week into a paid family and medical leave insurance program.

Source: Granite State Poll, Paid Family and Medical Leave Insurance Module, Winter 2016
Paid Family and Medical Leave Insurance

Partial or full wage replacement for extended leave to tend to

• One’s own serious health condition
• A family member’s serious health condition
• Care for or bond with a newborn, adopted, or foster child
NH Paid Leave Analysis grant team:

- Carsey School of Public Policy at UNH
- The Task Force on Work and Family
- NH Employment Security
- NH Women’s Foundation
- IWPR
- U-Mass, Boston
- MomsRising
- Campaign for Family Friendly Economy