

Leave-Taking in Massachusetts: Current Snapshot

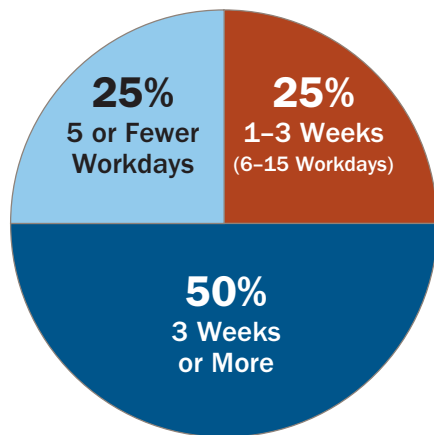


Approximately **1** out of every **8** Massachusetts workers takes family and/or medical leave each year

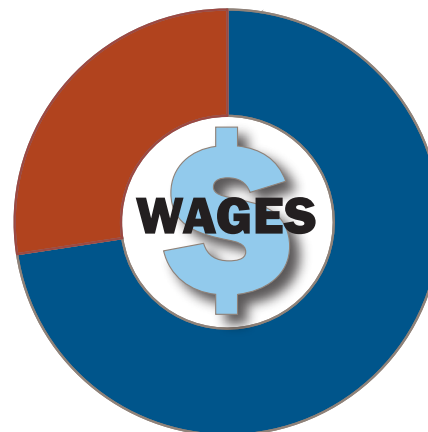


- New Child Bonding (8%)
- Pregnancy (7%)
- Own Health (61%)
- Family Member's Health (24%)

MOST LEAVES ARE SHORT



WAGE REPLACEMENT



Leaves taken without any employer-provided paid time off (27.6%)

Leaves taken with any wage replacement* (72.4%)

* including vacation time, paid sick days, paid family leave, and short-term disability leave

Provisions and Costs of a Paid Leave Program in Massachusetts



- **26 weeks for medical leaves for eligible personal health (including pregnancy-related) reasons**

- **Average weekly cost is**
\$3.06
per covered worker

- **Provides 50-90% of wage replacement up to \$650 per week, based on one's earnings**



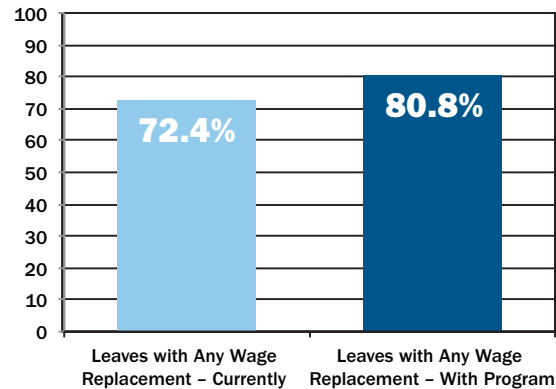
- **12 weeks for family leaves to bond with a new child or care for an ill relative**



Reducing inequality:

Key impacts of a paid leave program in Massachusetts

THE PERCENTAGE OF LEAVES WITH ANY WAGE REPLACEMENT* INCREASES BY 8.4 PERCENTAGE POINTS TO 80.8% (FROM 72.4%)



*Including vacation time, paid sick days, paid family leave, and short-term disability leave

PERCENTAGE POINT INCREASES IN ANY WAGE REPLACEMENT FOR EMPLOYEES

