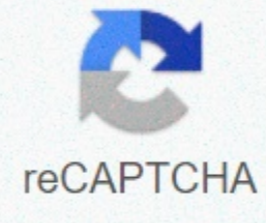




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## Does illinois offer paid maternity leave

Study finds law would help low-wage workers increase most income and labor force participation without jeopardizing job creation or economic growth La Grange, IL: If Illinois were to guarantee paid parental leave for all public and private sector workers, more than 220,000 working parents would be \$1 per year. A total of 400 million will see their income increase and labor force participation may increase, according to a new study by the Illinois Economic Policy Institute (ILEPI) and the Project for Middle Class Renewal (PMCR) at the University of Illinois at Urbana-Champaign. Report: Impact of paid parental leave in Illinois: A labor market perspective While 1993's Family and Medical Leave Act (FMLA) provides 12 weeks of job protection for workers caring for new children or family members, the United States is one of just eight countries in the world that does not guarantee some form of paid parental leave for all workers — and this gap is the only developed nation. Prior research has found that paid parental leave is good for children and leads to lower rates of child mortality, higher rates of vaccination, lower risk of childhood obesity and diabetes, and more regular health checks, said study co-author and ILEPI researcher Jill Gigstad. Equally important, it has also been found that these laws increase gender wage equity, boost female labor force participation by up to 17%, and reduce the burden of employee turnover, absenteeism, and productivity that U.S. employers are costing an estimated \$57 billion per year. While some U.S. employers offer paid family leave, the study notes that usage is concentrated among large employers like Amazon and UPS and within high-wage businesses like financial services and IT. A total of eight states and the District of Columbia have enacted state-level paid parental leave laws, extending guaranteed paid leave benefits to just 14% of the nation's workforce. In recent decades, more and more employers have come to trust women and mothers as a growing part of the labor force, Gigstad added. That's why many of America's largest employers and most in-demand businesses are recognizing that paid parental leave programs are key to their labor market competition and their bottom lines. Using recent birth figures and labor market demographic and wage trends, ILEPI and PMCR researchers estimate that an Illinois parental leave law guaranteeing twelve (12) weeks of benefits could directly impact more than 220,000 working mothers and fathers over 20 years of age. , raising income by as much as \$1.4 billion per year. In addition to helping employers compete for workers, paying parental leave would generate more income for individuals - disproportionately low-income individuals - who are likely to spend in our local economy, added study co-author and ILEPI policy director Frank Manzo IV. Promoting consumer spending will stimulate growth in communities across Illinois. A recent poll by Pew Research showed that paid family leave for mothers and fathers enjoys majority support among both Republicans and Democrats. Three-quarters of those who support the policy believe employers should cover the cost of the programmes. Each of the states that currently pay parental leave offers to fund their program through an employee payroll deduction. While some states cut as much as 1.1% of employee wages, ILEPI notes that Illinois could fully fund a state-administered paid leave program with cuts as low as 0.5% as a state. Other financing options described in the study include dedicating 45% of new revenue from the state's proposed progressive income tax, annually 2% more on net income than \$1 million, or fully assessing the employer-sponsored model. Using industry standard IMPLAN economic modeling, the study finds that the cost of a fully employer-sponsored parental leave model will be offset by savings in employer business costs and an increase in both workforce productivity and consumer spending. Paid parental leave can benefit not only children and working parents, but also businesses and our economy, concluded Dr. Robert Bruno, director of the PMCR and professor at the University of Illinois. While there are a number of potential funding mechanisms, available data shows that enacting a state-level paid family leave law would consider both good politics and sound policy for state lawmakers. The Illinois Economic Policy Institute (ILEPI) is a non-profit organization that uses advanced data and the latest forecast models to boost thoughtful economic growth for businesses and working families in Illinois and the United States. The project for the renovation of the middle class at the University of Illinois examines the working conditions of workers in today's economy with research, analysis and education to develop and propose public policies that will reduce poverty, prevent discrimination, create more stable forms of employment, and promote middle-class jobs. House on June 23, 2020: Rule 19 (b) / The House re-referred to the Rules Committee on February 18, 2020: The House was referred to the Committee on Labour and Commerce on March 29, 2019: Rule 19(a) / Re-sent to Rules Committee on February 13, 2019 in the House: January 29, For the Workforce Development Subcommittee on 2019: The House was assigned to the Labor and Commerce Committee on January 9, 2019: Referred to the First Reading of the Rules Committee in the House on November 30, 2018: There are laws requiring employers to leave employees offering parental leave or pregnancy in some states filed earlier with the Clerk by Rep. Mary E. Flowers. Is not between them. Unless your employer has your parents' leave or disability leave policy, you have to rely on the Federal Family and Medical Leave Act (FMLA) to take time out for the new child. Illinois and federal law protect employees from pregnancy discrimination. If you are temporarily unable to work due to pregnancy, for example, your employer should treat you as if it treats other employees with temporary disabilities. It may allow you to take some time while pregnant, but once you have a baby, pregnancy discrimination laws don't give you any leave rights. For this, you have to turn to FMLA. Parental Leave Rights UNDER FMLA empowers FMLA eligible employees to take up to 12 weeks over a 12-month period for a variety of health and care reasons, including bonding with a new child. This holiday applies equally to men and women, and to new parents of biological, adoptive, or foster children. FMLA also allows employees to take time for their critical health condition, which includes pregnancy. Pregnant employees may take time under FMLA if they are disabled (for example, due to severe morning sickness or medically required bed rest). Pregnant employees are also allowed to use FMLA leave for regular prenatal care, including check-ups. FMLA leave is unpaid. However, you can choose, or your employer may need to use paid leave earned during your FMLA vacation. For example, if you take ten weeks of parental leave, and you banked three weeks of vacation time, your employer can calculate the first three weeks of your FMLA holiday as a holiday time, pay you for them, and zero your holiday balance. When you are on FMLA leave, your employer should continue to benefit your health insurance, as if you were still working. If your employer usually pays a full premium, he or she should continue to do so during his vacation. If you pick up part of the tab, you should keep paying that amount while you're out of work. Who is eligible to leave FMLA in Illinois? Not every company and every employee falls within the purview of fmla. An employer must comply with FMLA if it has at least 50 employees on at least 20 weeks of the current or preceding calendar year. Weeks need not be consistent. all full-time employees, part-time employees, and employees who are on leave and expect to return to the total side work count; Independent contractors do not. Employees are eligible for FMLA leave if they meet all three of these conditions: The employee must have worked for the employer for at least 12 months. The employee does not need to work for 12 consecutive months. All-time employer counts toward total to work, in addition to more of the time The year worked in service before a break. The employee must have worked at least 1,250 hours in 12 months immediately Employee's leave. It works about 24 hours a week. The employee should work on a site with at least 50 employees within a radius of 75 miles. An employee who works in a remote satellite office cannot be protected by FMLA, even though her employer has hundreds of employees. Under FMLA, parental leave access as mentioned above, FMLA gives employees the right to take up to 12 weeks. If you use fmla holiday to bond with a new baby, you must finish taking your vacation within a year after the arrival of the new baby. Special rules apply if both parents work for the same employer. If you and your child's other parents are not married, you are entitled to a full 12 weeks of each FMLA holiday. However, if you are married to each other, your employer can limit you to a total of 12 weeks of parental leave. Any FMLA leave you don't use for parental leave will still be available for other types of FMLA leave. For example, let's say an employee needs an FMLA leave for the last four weeks of his pregnancy, as his doctor has made him rest in bed. She will still use FMLA as the parent holiday for eight weeks of leave. Her husband would leave use as parental leave for only four weeks of FMLA, because his employer would limit spouses to 12 weeks of total parental leave. However, the spouse will still have eight weeks of FMLA leave left to use for other purposes, such as his serious health condition. FMLA employers returning to work after leaving FMLA are required to restore employees in the same situation once their vacation is up. If that position is not available, the employer must reinstate the employee in a position that is equivalent. As a practical matter, this means that the situation must be almost the same, in every important respect, as the position the employee pre-held. If an employer deprecates an employee, pays him a lower salary or a lower return, or otherwise returns it to an inferior position, it violates fmla. If, like some new parents, you decide not to return to work after having a baby, your employer can recoup what it can spend on your health benefits during vacation. However, an employer can seek reimbursement for benefits only if you decide not to voluntarily go back to work. If you are unable to go back to work (for example, because your child was born with a serious disability and requires your care), the employer may not need to pay you your health insurance costs. For more information, see our article on skipping FMLA for pregnancy and parenting. Parenting.