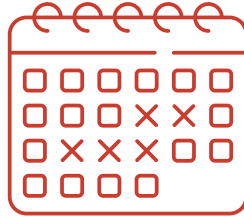


— TOP TAKEAWAYS —

Help Workers Prepare for Leave Time



POLICYMAKERS SHOULD MAKE IT EASIER TO PREPARE FOR ABSENCES FROM WORK

- While the vast majority of full-time workers have access to some form of paid leave, many workers, particularly low-wage and part-time workers, lack sufficient paid time off.
- Policymakers can help address this problem by updating the Fair Labor Standards Act to give workers the option to be compensated for overtime work with time-and-a-half of paid leave rather than extra pay. This would give workers the opportunity to accrue paid time off for future use, such as following the birth of a baby or caring for a sick family member.
- Policymakers should also expand health savings accounts to allow workers to use those funds to replace income lost during unpaid leaves from work.

THESE BUDGET-NEUTRAL REFORMS WOULD HELP WORKERS HELP THEMSELVES

- These reforms would make it easier to for people to take leave when they need it.
- Hourly and low-income workers have a harder time taking leave. This would give them the option to bank unpaid time and save up for when they need the leave.
- Leave reforms would increase financial security for Americans who live paycheck-to-paycheck.

AMERICANS NEED TO HEAR THE BENEFITS AND DRAWBACKS OF ALL PAID LEAVE PROPOSALS

- While expanding HSAs and reforming the Fair Labor Standards Act would not solve the entire problem, these reforms would be a step in the right direction and avoid some of the pitfalls associated with other proposals such as:
 - Paid leave entitlement programs supported by leading progressives would backfire on female workers and limit their employment opportunities.
 - Payroll taxes for government leave entitlement programs would mean all workers would have less in their paychecks.
 - Research shows that low-income workers are less likely to use benefits from paid-leave government programs, meaning they pay for a program that disproportionately benefits those with higher incomes.

Visit iwf.org to read the full policy focus and learn more about how policymakers can help workers prepare for leave time.