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# WORKING PEOPLE NEED ACCESS TO PAID LEAVE

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# EXECUTIVE SUMMARY

Bonding with a new child, recovering from a serious illness or injury, or caring for a sick partner or an aging parent—these are some of life’s most important moments. Almost everyone will experience a caregiving need at some point in their lives. But despite the universal need for care, the United States does not guarantee working people any paid time away from work, and many employees aren’t even entitled to unpaid leave.

In the absence of a federal policy, 13 states and Washington, D.C. have established state paid family and medical leave programs. Under these programs, working people can take time to welcome a new child, care for an ill loved one, or recover from their own serious medical illness or injury while receiving some pay. Workers can also use many of these programs to address needs related to military deployment or domestic or sexual violence.

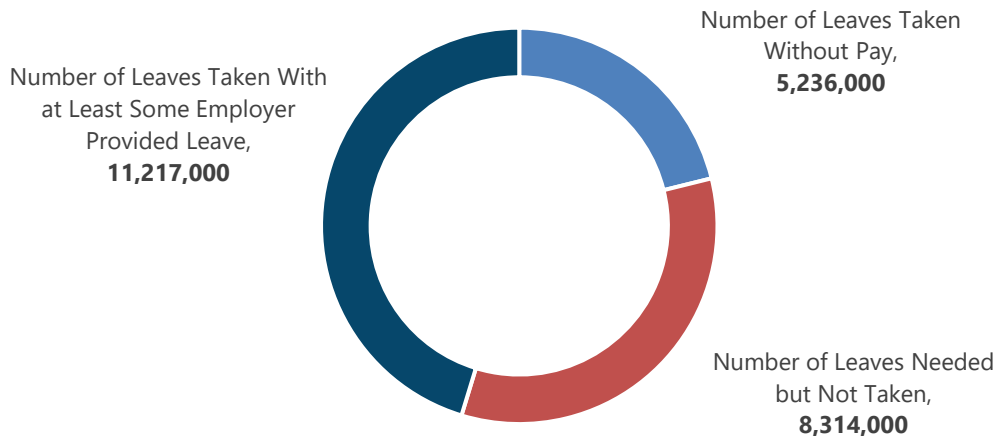
Utilizing data from the Worker Paid Leave Usage Simulation Model (Worker PLUS), we estimate the current need for leave in those states that do not have established paid family and medical leave programs; the extent to which the need for leave goes unmet in these states; and the economic losses that families incur as a result of unpaid or partially paid leaves. This report presents our overall findings in these states; we also provide state-level estimates in the Appendix. While workers face an unmet need for leave even in states with paid family and medical leave programs due to work requirements, employer carve-outs, and other barriers to leave-taking, this report focuses exclusively on where the largest unmet need for leave exists: in the 37 states that have not passed paid family and medical leave policies.

Our analysis finds that in these 37 states:

- Nearly 16.5 million leaves are taken each year, with 5.2 million, or 32 percent, taken without pay, resulting in billions of dollars in lost wages and increased economic insecurity and hardship.
- Over 8 million leaves are needed but not taken each year, including leave to care for a new child or a sick loved one, or to recover from a serious medical condition.
- Over 54 percent of the leaves needed each year are either not taken or taken without pay, forcing workers to choose between a paycheck and their own health or the health of their families.
- Workers and their families in these states lose an estimated \$34 billion in wages annually due to unpaid or partially paid leave.<sup>1</sup>
- Women are more likely than men to take leave that is either unpaid or only partially paid, causing women to lose nearly \$19 billion each year —\$3.2 billion more than men lose on an annual basis, even though men make up a larger percentage of the labor force and there is a sizeable and persistent gender pay gap.

## WITHOUT PAID FAMILY AND MEDICAL LEAVE, WORKERS GO WITHOUT OR LOSE PAY ON MORE THAN HALF OF NEEDED LEAVES.

### Annual Leavetaking in the 37 States Without Paid Family and Medical Leave



Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Note: For the purposes of this brief, maternity-related disability leaves are counted as “parental leave,” though they could also be considered “own health” leaves.

Our analysis also finds that women of color are disproportionately impacted by the lack of paid family and medical leave. In states without paid leave programs, Native American women, Black women, and Latinas are more likely than white women not to take needed leave, and Black women who take leave are more likely than white women to take it unpaid. Due to occupational segregation and racism in the labor market, on average women of color earn less than their white counterparts and are less able to take leave that may jeopardize their family’s economic security. Similarly, they are more likely to return to work early because they cannot afford extended periods without income.

Geography and regional demographics play important roles in the lack of paid leave for women of color. Forty-two percent of women of color reside in the South, where—with the exception of Maryland, where Democrats have controlled the state legislature for decades—not a single state has passed paid family and medical leave.<sup>2</sup> **Given the political makeup of this region, it is unlikely that any additional Southern state will pass a paid family and medical leave program, making federal action on this issue all the more urgent due to the gender and racial disparities in the region.**

The scope of unmet leave extends beyond the workplace, as not taking needed leave can lead to compounding health and financial costs. Research suggests that paid leave supports improved health outcomes, including improved infant and toddler development,<sup>3</sup> better maternal mental<sup>4</sup> and physical health,<sup>5</sup> increased breastfeeding rates,<sup>6</sup> reduced infant mortality,<sup>7</sup> and increased ability to afford and complete cancer treatments.<sup>8</sup> Paid leave also supports household economic security following the birth of a child<sup>9</sup> and makes it more likely that individuals with serious health conditions, like cancer, can remain in the workforce.<sup>10</sup>

In addition, paid leave supports greater labor force participation, particularly among women. The implementation of a paid family and medical leave program has been shown to increase the number of mothers in the workforce the year after the birth of a child by 6 percent, reducing new mothers' labor market detachment by 20 percent in the first year after giving birth.<sup>11</sup> Increased labor force participation results in greater economic activity. According to the U.S. Department of Labor (DOL), if women in the U.S. had labor force participation rates similar to women in Germany and Canada, both of which have national paid leave policies, we would generate more than \$775 billion in additional economic activity per year.<sup>12</sup> Paid leave also benefits businesses by supporting recruitment efforts,<sup>13</sup> decreasing turnover costs through greater retention,<sup>14</sup> and increasing worker morale and business productivity.<sup>15</sup>

Despite the recent momentum at the state level to pass paid leave laws (see chart on page 6), the majority of working people in this country still lack access to paid family and medical leave. In this brief we utilize data from the DOL Worker Paid Leave Usage Simulation model (Worker PLUS) to estimate the need for paid family and medical leave and wages lost among workers taking unpaid or partially paid leave in the states that do not have paid leave programs.

## About the Worker PLUS Model

The Worker PLUS model was developed for the DOL in response to the growing interest at the state and local level to develop and implement paid family and medical leave programs. It addresses the limited availability of data at the state level on workers' need for leave and leave-taking behaviors by modeling them with the 2018 Family and Medical Leave Act employee survey and simulating them onto each state's sample in the 2020 5-year American Community Survey (ACS). The Worker PLUS model also enables users to simulate the potential effects of a state program on worker leave-taking compared with current leave-taking and estimate the associated costs of proposed programs.





## THE STATE OF PAID LEAVE IN THE U.S.

The U.S. remains the only member of the Organization for Economic Co-Operation and Development without a national paid parental leave program.<sup>16</sup> According to the U.S. Bureau of Labor Statistics (BLS), only 27 percent of U.S. workers have access to paid family leave, including parental leave, through their employers. That means 106 million workers do not have paid leave to care for a new child, aging parent, or sick family member.<sup>17</sup> The situation is more pronounced for workers who are paid low wages: 48 percent of the highest-paid workers have access to paid family leave, but only 6 percent of the lowest-paid workers do.<sup>18</sup>

Similar inequities are found in who has access to paid medical leave, typically through employer-provided temporary disability insurance (TDI). Sixty-five percent of the highest-paid workers have access to paid medical leave through an employer-provided TDI plan, while only 10 percent of the lowest-paid workers do.<sup>19</sup>

The federal Family and Medical Leave Act (FMLA) requires employers to provide unpaid, job-protected leave to millions of working people for family caregiving and medical needs. However, coverage and eligibility restrictions mean that over 40 percent of the workforce is excluded from its protections.<sup>20</sup> Since the FMLA only guarantees unpaid leave, it's also inaccessible to the millions of low-paid workers who can't afford to lose their paychecks for any period of time.

In the absence of a federal policy, 13 states and Washington, D.C., have established state paid family and medical leave programs.

States with Paid Family and Medical Leave Laws	Year Enacted	Year Benefits Began/Will Begin
California	2002	2004
New Jersey	2008	2009
Rhode Island	2013	2014
New York	2016	2018
Washington, D.C.	2017	2020
Washington State	2017	2020
Massachusetts	2018	2021
Connecticut	2019	2022
Oregon	2019	2023
Colorado	2020	2024
Maryland	2022	2026
Delaware	2022	2026
Minnesota	2023	2026
Maine	2023	2026

Paid family and medical leave laws provide employees with extended leave away from work to address their own medical condition, bond with a new child, care for a seriously ill loved one, address family circumstances arising from a military deployment, and/or recover or seek assistance if the worker or loved one is a survivor of sexual or domestic violence. Workers continue to earn a portion of their pay while they take time off to address personal or family needs.

### Differences Between Paid Family Leave and Paid Sick Leave

Paid family and medical leave is different from paid sick leave. Paid sick leave laws provide workers with short-term paid time off (typically at their full rate of pay) to recover from their own illnesses and injuries or to access medical care. Workers may also be able to use sick leave to care for a family member’s health needs, or if they or a loved one are a survivor of sexual or domestic violence. More information on state-level access to paid sick leave can be found [here](#).

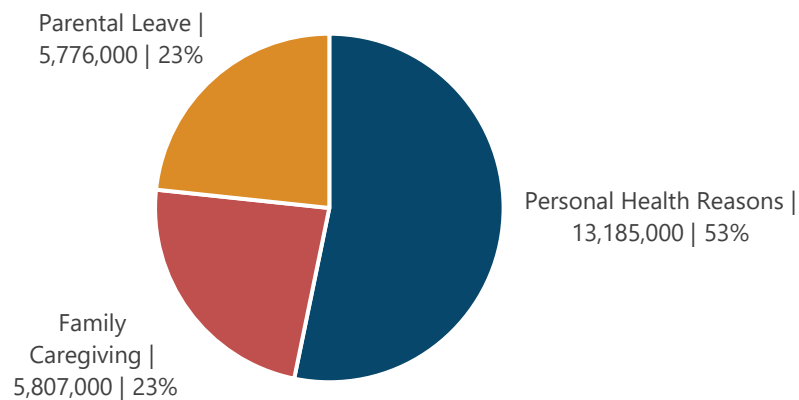


## THE NEED FOR PAID LEAVE OFTEN GOES UNMET

At some point during their lives, most people will need to bond with a new child, care for a seriously ill loved one, or recover from their own medical illness or injury. In the 37 states without paid family and medical leave programs, an estimated 13.2 million leaves are needed for personal health reasons, 5.8 million are needed for family caregiving, and 5.8 million are needed for parental leave each year.

**Appendix Table A-1** shows the number of leaves that are needed, regardless of whether they are taken or the leave is paid, by type of leave in the states without paid leave programs.

Leaves Needed Annually by Type of Leave in States Without Paid Family and Medical Leave

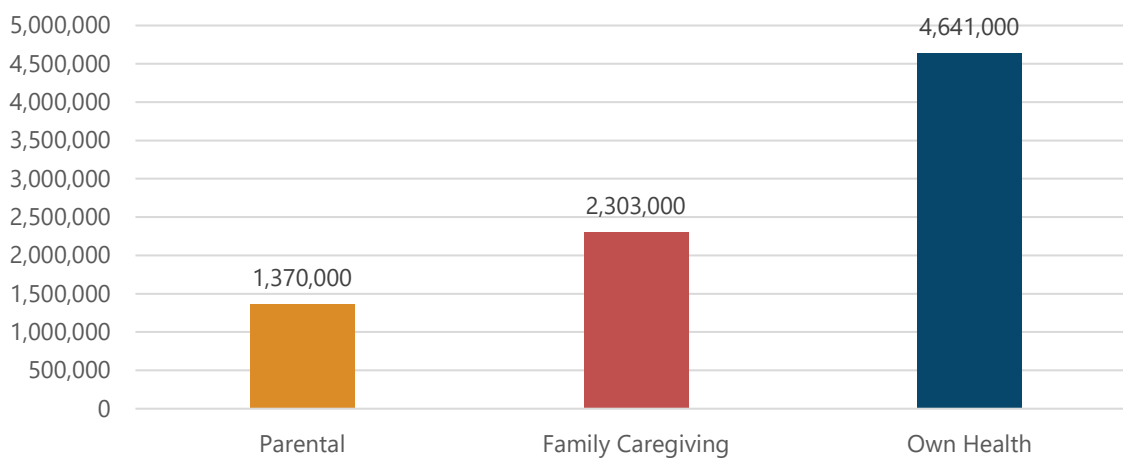


Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Note: For the purposes of this brief, maternity-related disability leaves are counted as “parental leave,” though they could also be considered “own health” leaves. Percentages may not add to 100% due to rounding.

In states without paid family and medical leave programs, the need for leave often goes unmet: more than 8.3 million leaves in those states were needed but not taken. Of those leaves, an estimated 4.6 million are for personal health reasons, 2.3 million are for family caregiving, and 1.4 million are for parental leave. **Appendix Table A-2** provides a state-by-state breakdown of the number of leaves that are needed but not taken in states without paid leave laws, and **Appendix Table A-3** provides a state breakdown of the percentages of leaves needed that are not taken.

### Leaves Needed Annually but Not Taken by Type in States Without Paid Family and Medical Leave



Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Note: For the purposes of this brief, maternity-related disability leaves are counted as “parental leave,” though they could also be considered “own health” leaves.

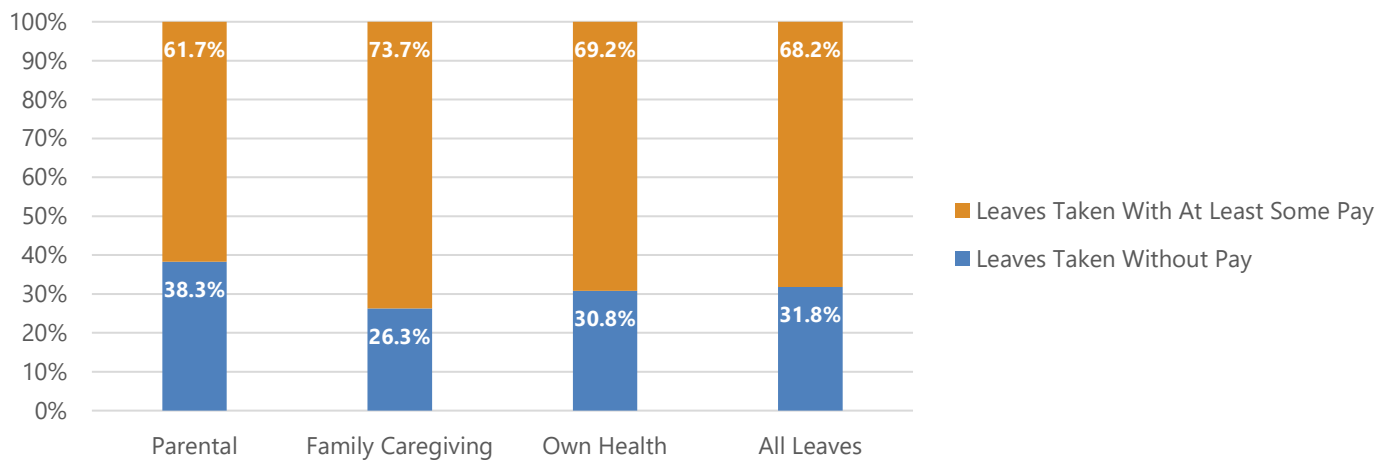


# LEAVES TAKEN WITHOUT PAY

In the states without a paid family and medical leave program, more than 5 million leaves were taken without pay. Of these, 2.6 million leaves were for personal health reasons, more than 900,000 were for family caregiving, and nearly 1.7 million were for parental leaves. **Appendix Table A-4** shows the state breakdown of the number of unpaid leaves that are taken each year in states without paid leave laws.

Of all leaves taken, over 30 percent of those taken for personal medical reasons, 26 percent of those taken for family caregiving, and 38 percent of those taken for parental leave are taken without pay. **Appendix Table A-5** shows the number of unpaid leaves taken as a percent of the total number of leaves taken in a year, including paid and unpaid leaves.

Leaves Taken Annually by Whether Pay Was Received, by Leave Type in States Without Paid Family and Medical Leave



Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Note: For the purposes of this brief, maternity-related disability leaves are counted as “parental leave,” though they could also be considered “own health” leaves.

## ECONOMIC IMPACT OF THE LACK OF PAID LEAVE

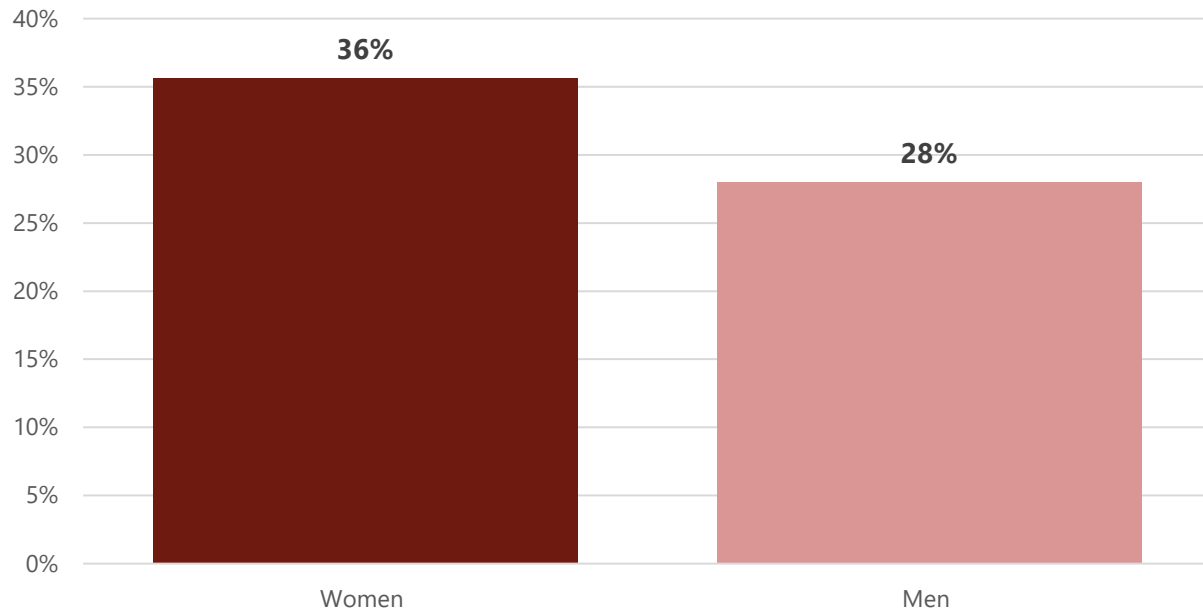
Unpaid leave has serious financial consequences for families and can result in economic distress. The negative impacts of unmet leave extend beyond the workplace—not having access to paid leave can lead to compounding financial costs. As shown in [Appendix Table A-6](#), in states without paid leave programs, workers and their families lose an estimated \$34.3 billion in wages annually relative to their usual annual wages due to unpaid or partially paid leave. Often, the events that precipitated the need for paid family and medical leave are the times when families need more financial support, not less. It's also important to note that the data doesn't capture the full economic hardship caused by the lack of paid leave. For example, they do not include the economic fallout felt by people who are fired from a job because they needed to take leave or are forced to quit because their employer didn't allow leave.

## IMPACT ON WOMEN

While workers of all races, ethnicities, and genders need paid family and medical leave, women are disproportionately impacted by a lack of paid leave. In states without paid leave programs, women and men have roughly the same need for leave, with women needing 12.8 million leaves and men needing 12 million leaves annually. Despite this, women are more likely than men to take unpaid leave: 36 percent of the leaves taken by women are taken without pay, while 28 percent of the leaves taken by men are. See [Appendix Table A-7](#) for a state breakdown of percent of leaves taken that were taken without pay by gender.



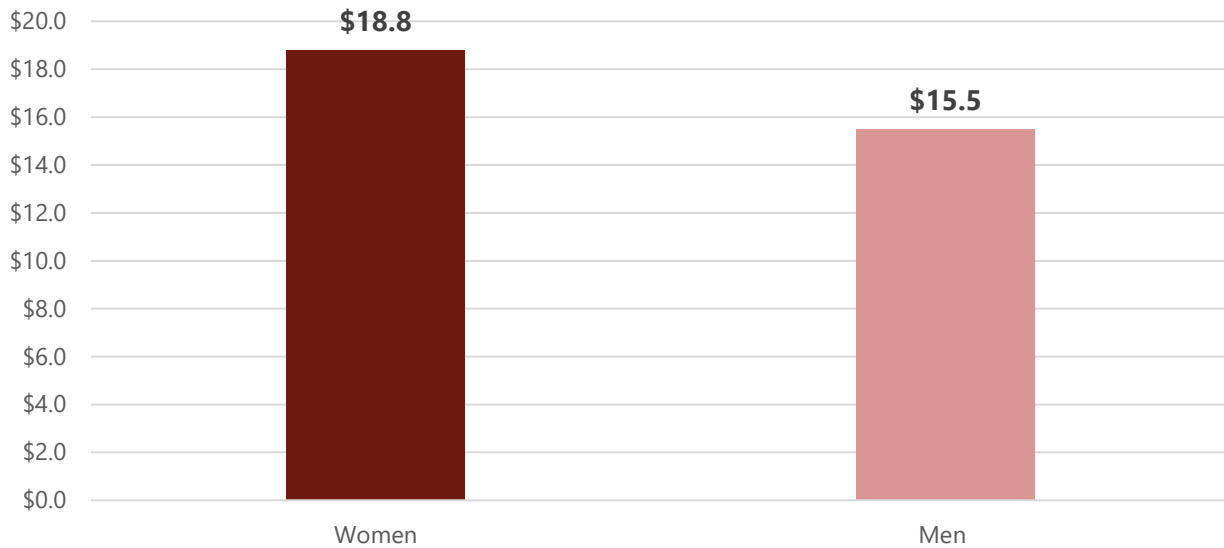
## Leaves Taken Annually Without Pay by Gender in States Without Paid Family and Medical Leave



Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

**In states without paid leave laws, workers lose an estimated \$34.3 billion relative to their usual annual wages due to unpaid or partially paid leave. Women lose nearly \$18.8 billion each year—\$3.2 billion more than men.** Even though men make up 53 percent of the labor force and women make up 47 percent,<sup>21</sup> women lose more in aggregate earnings due to unpaid or partially paid leave. These wage losses are in addition to the already significant losses created by the difference in earnings between men and women, which increases over the life of a woman’s career.<sup>22</sup> Because of gendered societal caretaking norms, women bear a disproportionate share of family caregiving responsibilities; spending almost double the amount of time on unpaid family caregiving than men.<sup>23</sup> Additionally, occupational segregation—the overrepresentation or underrepresentation of certain populations in different jobs due to current and historic racism and sexism in the labor market—means women are disproportionately likely to work in low-paid service sector jobs,<sup>24</sup> which are less likely to offer paid leave.<sup>25</sup> See [Appendix Table A-8](#) for a state breakdown of total wages lost due to unpaid or partially paid leave by gender.

## Total Wages Lost Due to Unpaid or Partially Paid Leave by Gender in States Without Paid Family and Medical Leave (2023 dollars in billions)



Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

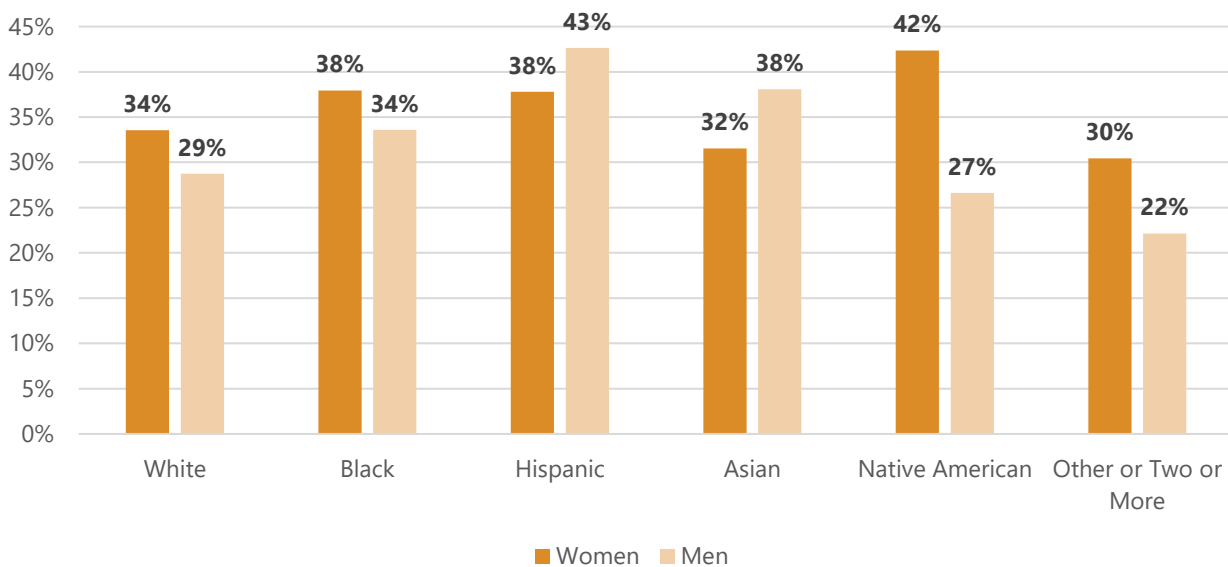
Notes: Dollar values were adjusted to their 2023 values using the CPI-U index from the Bureau of Labor Statistics. Estimates of wages lost include a worker's full usual wages for the entire length of an unpaid leave and the portion of their wages that are unpaid for the entire length of a partially paid leave.

These structural conditions have substantial implications for women's lifetime earnings. The DOL estimates that mothers providing unpaid family caregiving lose, on average, \$237,000 in earnings over their lifetime, a 15 percent reduction in lifetime earnings compared to male peers. They also experience \$58,000 in lost retirement income from Social Security and employment-based retirement plans. This impact is even more pronounced for women of color,<sup>26</sup> who earn less than white women due to systemic racism and sexism in the labor market and beyond.<sup>27</sup> Additional data disaggregated by gender is available in the linked tables at the end of this paper.

# THE DISPARATE HARM TO WORKERS OF COLOR

CLASP’s analysis also found that the inability to take paid leave disproportionately harmed Latino, Black, and Native American workers, with women of color facing the most harm as a result of the double burden of racism and sexism. Our analysis found that Native American women, Black women, and Latinas are less likely than white women to take needed leave. Thirty-four percent of the leaves needed by white women, 42 percent of leaves needed by Native American women, 38 percent of the leaves needed by Black women, and 38 percent of the leaves needed by Latinas are not taken. See [Appendix Table A-9](#) for a state breakdown of the percent of leaves needed that are not taken by gender, race, and ethnicity.

Leaves Needed Annually That Are Not Taken by Gender, Race, and Ethnicity



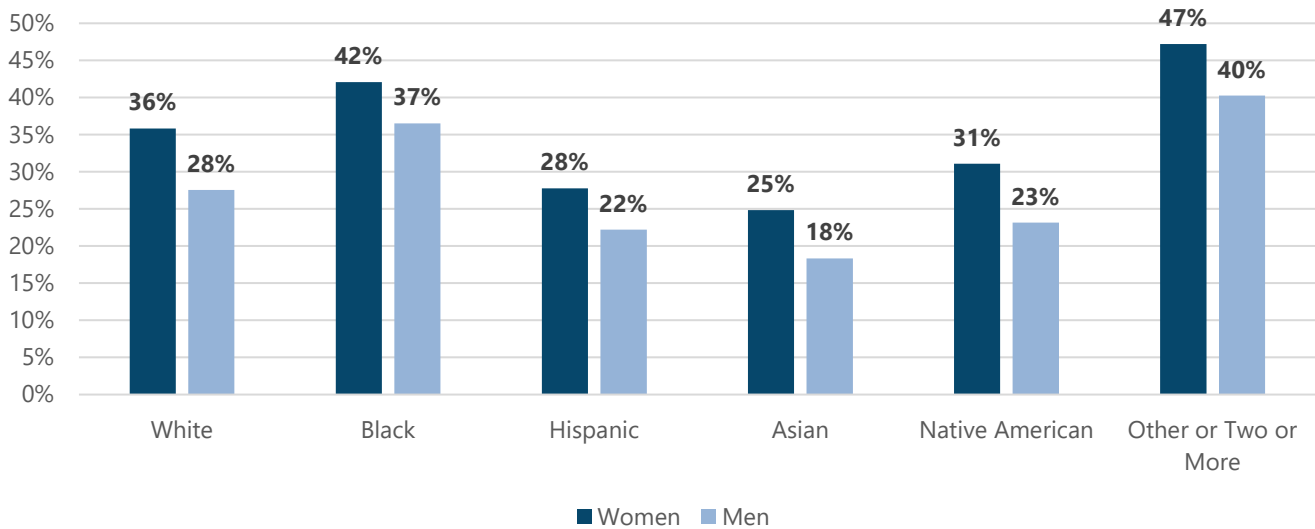
Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Note: Racial groups are non-Hispanic.

Our analysis also found that Black women are more likely to take unpaid leave compared to other groups: 42 percent of the leaves taken by Black women are taken without pay, compared to 36 percent of the leaves taken by white women, 31 percent of the leaves taken by Native American women, and 28 percent of the leaves taken by Latinas. See [Appendix Table A-10](#) for a state breakdown of the percent of leaves that are taken without pay by gender, race, and ethnicity.



## Leaves Taken Annually Without Pay by Gender, Race, and Ethnicity



Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Notes: Racial groups are non-Hispanic.

The data suggest that Black women, who have among the highest labor force participation rate among women,<sup>28</sup> are often unable to take needed leave and, when they do, are the most likely of any demographic group to do so without pay. Black women lose an estimated \$3.9 billion in lost wages relative to their usual annual wages due to the lack of paid family and medical leave.<sup>29</sup> This is especially notable due to the important role Black mothers play in their family's economic security. Over 80 percent of Black mothers are the primary or co-breadwinners in their families.<sup>30</sup>

Additional data disaggregated by gender, race, and ethnicity is available in the linked tables at the end of this paper.



## CONCLUSION

Our analysis finds that working people need access to paid family and medical leave. Without it, hundreds of millions of workers face the impossible situation of choosing between their health or their family's health and their economic stability. This harmful status quo particularly undermines the well-being of women of color and causes the U.S. economy to fall short of its potential to lift living standards for working- and middle-class families.

Neither the economy nor working families can afford to wait for policymakers to act. While the momentum for state paid leave programs continues to grow, a state-by-state approach to providing paid family and medical leave means that millions of families remain without this critical support. That all current state-wide programs have been enacted by Democratic-majority legislatures<sup>31</sup> leads us to conclude that Republican-controlled state legislatures are unlikely to pass similar laws, a situation that especially affects Black Americans.

It is critical for Congress to pass a comprehensive paid family and medical leave plan that builds off the hard-won victories and lessons of the state programs. A federal paid leave program must provide all U.S. workers with access to at least 12 weeks of guaranteed job-protected paid family and medical leave. Compared to other wealthy countries, this is a modest proposal.

## ACKNOWLEDGEMENTS

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## METHODOLOGY

The analysis in this brief makes use of output data from the recently updated Worker Paid Leave Usage Simulation (Worker PLUS) model developed for the U.S. Department of Labor.<sup>32</sup> The Worker PLUS model uses data from the Family and Medical Leave Act employee survey to model worker leave-taking behaviors and outcomes, simulating those behaviors and outcomes onto each state's sample in the 2020 5-year American Community Survey (ACS).

For the purposes of this analysis, which focuses on leave-taking behavior prior to a state program being implemented, we set the eligibility criteria for a hypothetical program to their minimum values to ensure that all individuals who did at least some work in the previous year would be included in the analysis (e.g., they had to be employed for at least one hour in the previous year, earn at least \$1, work for an employer with one employee, or be self-employed). These parameter choices should not affect any estimates of leave-taking behavior in the absence of the program; rather, they simply affect which individuals are filtered out of the output data (because they would not be eligible for a hypothetical program, which is not the purpose of this analysis). Because the output data produced by the model when run at the national level does not include a variable indicating an individual's state of work, the model was run for each state separately and the resulting output files were appended together prior to analysis.

For ease of reporting and to increase the relevant sample sizes, we combined several types of leave reported in Worker PLUS output data into larger categories. Ill parent, ill child, and ill spouse leaves were all combined to create the "family caregiving leave" category. In addition, we combined new child bonding and maternity-related disability leave<sup>33</sup> to create the "parental leave" category.

Most of the data reported in this brief are provided directly in the output data from the Worker PLUS model. However, we conducted additional calculations to estimate the total amount of wages lost due to unpaid or partially paid leave. This involved combining the total leave of length taken (in weeks) among those reporting that their leaves were unpaid, with their estimated weekly earnings (annual earnings divided by total weeks worked). For individuals whose leaves were partially paid, we multiplied this resulting figure by the share of the leave that was reported as unpaid. These individual estimates were then added up over all individuals in the state predicted to have an unpaid or partially paid leave by the Worker PLUS model. Our estimates of annual wages lost are relative to workers' usual annual wages and do not include additional lost wages that some workers may incur due to circumstances such as losing their jobs due to taking leave. Estimates of annual wages lost were adjusted to their 2023 equivalent using the CPI-U index published by the Bureau of Labor Statistics.<sup>34</sup>

The rich set of demographic information about respondents in each state in the ACS output data from the Worker PLUS model allows for a detailed analysis of the need for leave, leave-taking behaviors, and whether any pay is received while on leave. This data is presented by state and by type of leave (e.g., own health, family caregiving, or parental). Where possible, we also provide this data by gender and race/ethnicity. Due to sample size limitations, we are not able to report demographic data disaggregated by type of leave at the state level. Data were not reported if the unweighted cell size was less than 35 for estimates relating to counts of people or leaves or if the unweighted cell size was less than 100 for estimates relating to wages lost.

Due to limitations in the Worker PLUS model and its output data, it is not possible to fully adjust estimates of leaves needed but not taken or taken without pay in the presence of existing state paid leave programs. As a result, states that have either implemented their own paid leave programs or have passed laws to establish them but do not yet have them up and running have been excluded from this analysis. These include California, Colorado, Connecticut, Delaware, the District of Columbia, Maine, Maryland, Massachusetts, Minnesota, New Jersey, New York, Oregon, Rhode Island, and Washington.

## APPENDIX

All data tables, including additional tables disaggregated by race and gender, can be accessed [here](#).

**TABLE 1**

Total Number of Leaves Needed by State and Type of Leave, 2020				
State	Own Health	Family Caregiving	Parental	Total
Alabama	301,000	106,000	97,000	504,000
Alaska	45,000	33,000	19,000	98,000
Arizona	380,000	191,000	192,000	763,000
Arkansas	176,000	80,000	80,000	336,000
Florida	1,226,000	589,000	456,000	2,272,000
Georgia	690,000	269,000	261,000	1,220,000
Hawaii	94,000	64,000	35,000	193,000
Idaho	103,000	47,000	43,000	192,000
Illinois	795,000	318,000	375,000	1,488,000
Indiana	427,000	162,000	216,000	806,000
Iowa	210,000	74,000	112,000	396,000
Kansas	182,000	81,000	94,000	357,000
Kentucky	253,000	112,000	109,000	475,000
Louisiana	309,000	130,000	105,000	544,000

### Total Number of Leaves Needed by State and Type of Leave, 2020

<b>Michigan</b>	609,000	220,000	250,000	1,079,000
<b>Mississippi</b>	194,000	66,000	71,000	333,000
<b>Missouri</b>	388,000	149,000	187,000	725,000
<b>Montana</b>	68,000	30,000	28,000	126,000
<b>Nebraska</b>	124,000	58,000	60,000	242,000
<b>Nevada</b>	193,000	91,000	77,000	361,000
<b>New Hampshire</b>	85,000	33,000	35,000	155,000
<b>New Mexico</b>	108,000	60,000	47,000	215,000
<b>North Carolina</b>	662,000	250,000	246,000	1,158,000
<b>North Dakota</b>	55,000	25,000	28,000	108,000
<b>Ohio</b>	735,000	270,000	279,000	1,284,000
<b>Oklahoma</b>	228,000	125,000	124,000	475,000
<b>Pennsylvania</b>	786,000	310,000	341,000	1,438,000
<b>South Carolina</b>	323,000	120,000	108,000	552,000
<b>South Dakota</b>	56,000	25,000	31,000	113,000
<b>Tennessee</b>	429,000	170,000	181,000	782,000
<b>Texas</b>	1,645,000	992,000	858,000	3,496,000
<b>Utah</b>	196,000	85,000	123,000	403,000
<b>Vermont</b>	37,000	15,000	15,000	66,000
<b>Virginia</b>	554,000	243,000	244,000	1,041,000
<b>West Virginia</b>	101,000	46,000	55,000	200,000
<b>Wisconsin</b>	385,000	141,000	177,000	702,000
<b>Wyoming</b>	37,000	20,000	14,000	73,000
<b>Total, All States with No Paid Leave Laws</b>	<b>13,185,000</b>	<b>5,807,000</b>	<b>5,776,000</b>	<b>24,767,000</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS). See "Microsimulation Model on Worker Leave," <https://www.dol.gov/agencies/oasp/evaluation/completedstudies/Microsimulation-Model-on-Worker-Leave> (last accessed December 2023).

Note: Individuals may report needing and/or taking more than one type of leave in a given year, thus the estimated total number of leaves needed does not necessarily equal the number of individuals needing leaves each year.



**TABLE 2**

<b>Number of Leaves Needed but Not Taken by State and Type of Leave, 2020</b>				
<b>State</b>	<b>Own Health</b>	<b>Family Caregiving</b>	<b>Parental</b>	<b>Total</b>
<b>Alabama</b>	100,000	46,000	22,000	168,000
<b>Alaska</b>	17,000	10,000	5,000	32,000
<b>Arizona</b>	142,000	68,000	53,000	263,000
<b>Arkansas</b>	58,000	32,000	14,000	104,000
<b>Florida</b>	431,000	246,000	122,000	800,000
<b>Georgia</b>	243,000	118,000	69,000	430,000
<b>Hawaii</b>	38,000	19,000	7,000	64,000
<b>Idaho</b>	35,000	19,000	10,000	64,000
<b>Illinois</b>	295,000	117,000	84,000	496,000
<b>Indiana</b>	152,000	60,000	50,000	262,000
<b>Iowa</b>	79,000	28,000	24,000	131,000
<b>Kansas</b>	65,000	27,000	23,000	115,000
<b>Kentucky</b>	80,000	46,000	22,000	148,000
<b>Louisiana</b>	104,000	62,000	28,000	195,000
<b>Michigan</b>	214,000	86,000	55,000	355,000
<b>Mississippi</b>	70,000	32,000	16,000	119,000
<b>Missouri</b>	134,000	57,000	33,000	224,000
<b>Montana</b>	23,000	10,000	7,000	39,000
<b>Nebraska</b>	44,000	20,000	13,000	78,000
<b>Nevada</b>	69,000	38,000	22,000	129,000
<b>New Hampshire</b>	28,000	11,000	9,000	49,000
<b>New Mexico</b>	42,000	22,000	13,000	77,000
<b>North Carolina</b>	231,000	107,000	62,000	400,000
<b>North Dakota</b>	20,000	9,000	5,000	34,000
<b>Ohio</b>	251,000	103,000	54,000	408,000
<b>Oklahoma</b>	79,000	42,000	32,000	153,000
<b>Pennsylvania</b>	260,000	128,000	74,000	462,000
<b>South Carolina</b>	103,000	50,000	23,000	177,000
<b>South Dakota</b>	20,000	9,000	8,000	38,000
<b>Tennessee</b>	144,000	73,000	41,000	259,000
<b>Texas</b>	611,000	398,000	235,000	1,244,000
<b>Utah</b>	75,000	31,000	26,000	131,000
<b>Vermont</b>	12,000	5,000	3,000	19,000
<b>Virginia</b>	189,000	93,000	57,000	339,000

### Number of Leaves Needed but Not Taken by State and Type of Leave, 2020

<b>West Virginia</b>	33,000	20,000	10,000	62,000
<b>Wisconsin</b>	138,000	49,000	36,000	223,000
<b>Wyoming</b>	14,000	8,000	3,000	25,000
<b>Total, All States with No Paid Leave Laws</b>	<b>4,641,000</b>	<b>2,303,000</b>	<b>1,370,000</b>	<b>8,314,000</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Note: Individuals may report needing more than one type of leave in a given year, thus the estimated total number of leaves needed but not taken does not necessarily equal the number of individuals needing but not taking leaves each year.

**TABLE 3**

### Percent of Leaves Needed That Are Not Taken by State and Type of Leave, 2020

State	Own Health	Family Caregiving	Parental	Total
<b>Alabama</b>	33.2%	43.4%	22.7%	33.3%
<b>Alaska</b>	37.8%	30.3%	26.3%	32.7%
<b>Arizona</b>	37.4%	35.6%	27.6%	34.5%
<b>Arkansas</b>	33.0%	40.0%	17.5%	31.0%
<b>Florida</b>	35.2%	41.8%	26.8%	35.2%
<b>Georgia</b>	35.2%	43.9%	26.4%	35.2%
<b>Hawaii</b>	40.4%	29.7%	20.0%	33.2%
<b>Idaho</b>	34.0%	40.4%	23.3%	33.3%
<b>Illinois</b>	37.1%	36.8%	22.4%	33.3%
<b>Indiana</b>	35.6%	37.0%	23.1%	32.5%
<b>Iowa</b>	37.6%	37.8%	21.4%	33.1%
<b>Kansas</b>	35.7%	33.3%	24.5%	32.2%
<b>Kentucky</b>	31.6%	41.1%	20.2%	31.2%
<b>Louisiana</b>	33.7%	47.7%	26.7%	35.8%
<b>Michigan</b>	35.1%	39.1%	22.0%	32.9%
<b>Mississippi</b>	36.1%	48.5%	22.5%	35.7%
<b>Missouri</b>	34.5%	38.3%	17.6%	30.9%
<b>Montana</b>	33.8%	33.3%	25.0%	31.0%
<b>Nebraska</b>	35.5%	34.5%	21.7%	32.2%
<b>Nevada</b>	35.8%	41.8%	28.6%	35.7%
<b>New Hampshire</b>	32.9%	33.3%	25.7%	31.6%
<b>New Mexico</b>	38.9%	36.7%	27.7%	35.8%

### Percent of Leaves Needed That Are Not Taken by State and Type of Leave, 2020

<b>North Carolina</b>	34.9%	42.8%	25.2%	34.5%
<b>North Dakota</b>	36.4%	36.0%	17.9%	31.5%
<b>Ohio</b>	34.1%	38.1%	19.4%	31.8%
<b>Oklahoma</b>	34.6%	33.6%	25.8%	32.2%
<b>Pennsylvania</b>	33.1%	41.3%	21.7%	32.1%
<b>South Carolina</b>	31.9%	41.7%	21.3%	32.1%
<b>South Dakota</b>	35.7%	36.0%	25.8%	33.6%
<b>Tennessee</b>	33.6%	42.9%	22.7%	33.1%
<b>Texas</b>	37.1%	40.1%	27.4%	35.6%
<b>Utah</b>	38.3%	36.5%	21.1%	32.5%
<b>Vermont</b>	32.4%	33.3%	20.0%	28.8%
<b>Virginia</b>	34.1%	38.3%	23.4%	32.6%
<b>West Virginia</b>	32.7%	43.5%	18.2%	31.0%
<b>Wisconsin</b>	35.8%	34.8%	20.3%	31.8%
<b>Wyoming</b>	37.8%	40.0%	21.4%	34.2%
<b>Total, All States with No Paid Leave Laws</b>	<b>35.2%</b>	<b>39.7%</b>	<b>23.7%</b>	<b>33.6%</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

**TABLE 4**

### Number of Leaves Taken Without Pay by State and Type of Leave, 2020

State	Own Health	Family Caregiving	Parental	Total
<b>Alabama</b>	66,000	18,000	30,000	114,000
<b>Alaska</b>	6,000	5,000	5,000	17,000
<b>Arizona</b>	70,000	31,000	49,000	150,000
<b>Arkansas</b>	37,000	14,000	28,000	79,000
<b>Florida</b>	247,000	87,000	122,000	456,000
<b>Georgia</b>	136,000	38,000	70,000	244,000
<b>Hawaii</b>	12,000	9,000	8,000	30,000
<b>Idaho</b>	21,000	8,000	12,000	40,000
<b>Illinois</b>	149,000	50,000	103,000	302,000
<b>Indiana</b>	86,000	30,000	80,000	196,000
<b>Iowa</b>	43,000	12,000	36,000	91,000

## Number of Leaves Taken Without Pay by State and Type of Leave, 2020

<b>Kansas</b>	36,000	18,000	29,000	83,000
<b>Kentucky</b>	56,000	18,000	35,000	109,000
<b>Louisiana</b>	73,000	20,000	29,000	122,000
<b>Michigan</b>	131,000	40,000	76,000	247,000
<b>Mississippi</b>	42,000	10,000	26,000	78,000
<b>Missouri</b>	87,000	27,000	64,000	178,000
<b>Montana</b>	13,000	5,000	9,000	28,000
<b>Nebraska</b>	26,000	11,000	17,000	54,000
<b>Nevada</b>	36,000	12,000	22,000	70,000
<b>New Hampshire</b>	16,000	5,000	9,000	31,000
<b>New Mexico</b>	17,000	8,000	13,000	38,000
<b>North Carolina</b>	140,000	41,000	72,000	253,000
<b>North Dakota</b>	10,000	3,000	9,000	22,000
<b>Ohio</b>	161,000	52,000	91,000	304,000
<b>Oklahoma</b>	44,000	22,000	38,000	103,000
<b>Pennsylvania</b>	160,000	48,000	108,000	316,000
<b>South Carolina</b>	67,000	19,000	32,000	118,000
<b>South Dakota</b>	11,000	4,000	8,000	23,000
<b>Tennessee</b>	92,000	31,000	57,000	181,000
<b>Texas</b>	288,000	138,000	213,000	640,000
<b>Utah</b>	41,000	15,000	41,000	97,000
<b>Vermont</b>	7,000	2,000	5,000	15,000
<b>Virginia</b>	102,000	33,000	61,000	196,000
<b>West Virginia</b>	19,000	6,000	18,000	42,000
<b>Wisconsin</b>	75,000	26,000	57,000	158,000
<b>Wyoming</b>	5,000	2,000	4,000	12,000
<b>Total, All States with No Paid Leave Laws</b>	<b>2,629,000</b>	<b>920,000</b>	<b>1,688,000</b>	<b>5,236,000</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Note: Individuals may report taking more than one type of leave in a given year, thus the estimated total number of leaves taken does not necessarily equal the number of individuals taking leaves each year.

**TABLE 5**

Percent of Leaves Taken Without Pay by State and Type of Leave, 2020				
State	Own Health	Family Caregiving	Parental	Total
Alabama	32.8%	30.0%	40.0%	33.9%
Alaska	21.4%	21.7%	35.7%	25.8%
Arizona	29.4%	25.2%	35.3%	30.0%
Arkansas	31.4%	29.2%	42.4%	34.1%
Florida	31.1%	25.4%	36.5%	31.0%
Georgia	30.4%	25.2%	36.5%	30.9%
Hawaii	21.4%	20.0%	28.6%	23.3%
Idaho	30.9%	28.6%	36.4%	31.3%
Illinois	29.8%	24.9%	35.4%	30.4%
Indiana	31.3%	29.4%	48.2%	36.0%
Iowa	32.8%	26.1%	40.9%	34.3%
Kansas	30.8%	33.3%	40.8%	34.3%
Kentucky	32.4%	27.3%	40.2%	33.3%
Louisiana	35.6%	29.4%	37.7%	35.0%
Michigan	33.2%	29.9%	39.0%	34.1%
Mississippi	33.9%	29.4%	47.3%	36.4%
Missouri	34.3%	29.3%	41.6%	35.5%
Montana	28.9%	25.0%	42.9%	32.2%
Nebraska	32.5%	28.9%	36.2%	32.9%
Nevada	29.0%	22.6%	40.0%	30.2%
New Hampshire	28.1%	22.7%	34.6%	29.2%
New Mexico	25.8%	21.1%	38.2%	27.5%
North Carolina	32.5%	28.7%	39.1%	33.4%
North Dakota	28.6%	18.8%	39.1%	29.7%
Ohio	33.3%	31.1%	40.4%	34.7%
Oklahoma	29.5%	26.5%	41.3%	32.0%
Pennsylvania	30.4%	26.4%	40.4%	32.4%
South Carolina	30.5%	27.1%	37.6%	31.5%
South Dakota	30.6%	25.0%	34.8%	30.7%
Tennessee	32.3%	32.0%	40.7%	34.6%
Texas	27.9%	23.2%	34.2%	28.4%
Utah	33.9%	27.8%	42.3%	35.7%
Vermont	28.0%	20.0%	41.7%	31.9%
Virginia	27.9%	22.0%	32.6%	27.9%



### Percent of Leaves Taken Without Pay by State and Type of Leave, 2020

<b>West Virginia</b>	27.9%	23.1%	40.0%	30.4%
<b>Wisconsin</b>	30.4%	28.3%	40.4%	33.0%
<b>Wyoming</b>	21.7%	16.7%	36.4%	25.0%
<b>Total, All States with No Paid Leave Laws</b>	<b>30.8%</b>	<b>26.3%</b>	<b>38.3%</b>	<b>31.8%</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

**TABLE 6**

### Total Wages Lost Due to Unpaid or Partially Paid Leave by State and Type of Leave, 2023

State	Own Health	Family Caregiving	Parental	Total
<b>Alabama</b>	\$429,534,000	\$72,125,000	\$250,562,000	\$752,221,000
<b>Alaska</b>	\$54,604,000	\$18,663,000	\$44,686,000	\$117,952,000
<b>Arizona</b>	\$605,150,000	\$168,429,000	\$503,227,000	\$1,276,806,000
<b>Arkansas</b>	\$232,522,000	\$50,710,000	\$185,220,000	\$468,452,000
<b>Florida</b>	\$1,598,386,000	\$304,324,000	\$855,242,000	\$2,757,952,000
<b>Georgia</b>	\$1,042,941,000	\$121,425,000	\$526,642,000	\$1,691,008,000
<b>Hawaii</b>	\$111,857,000	\$30,086,000	\$50,943,000	\$192,887,000
<b>Idaho</b>	\$118,005,000	\$24,334,000	\$85,823,000	\$228,161,000
<b>Illinois</b>	\$1,203,944,000	\$263,441,000	\$959,326,000	\$2,426,711,000
<b>Indiana</b>	\$593,415,000	\$92,244,000	\$468,245,000	\$1,153,904,000
<b>Iowa</b>	\$250,278,000	\$36,196,000	\$197,802,000	\$484,277,000
<b>Kansas</b>	\$343,460,000	\$52,460,000	\$186,083,000	\$582,003,000
<b>Kentucky</b>	\$335,318,000	\$50,605,000	\$225,497,000	\$611,420,000
<b>Louisiana</b>	\$498,997,000	\$80,288,000	\$270,361,000	\$849,646,000
<b>Michigan</b>	\$927,160,000	\$143,598,000	\$550,302,000	\$1,621,061,000
<b>Mississippi</b>	\$229,145,000	\$25,469,000	\$117,179,000	\$371,792,000
<b>Missouri</b>	\$538,761,000	\$95,907,000	\$513,782,000	\$1,148,450,000
<b>Montana</b>	\$90,622,000	\$14,933,000	\$52,255,000	\$157,811,000
<b>Nebraska</b>	\$173,126,000	\$36,204,000	\$125,602,000	\$334,932,000
<b>Nevada</b>	\$224,770,000	\$40,447,000	\$129,389,000	\$394,606,000
<b>New Hampshire</b>	\$138,155,000	\$20,813,000	\$94,655,000	\$253,622,000
<b>New Mexico</b>	\$109,269,000	\$23,714,000	\$96,023,000	\$229,006,000

### Total Wages Lost Due to Unpaid or Partially Paid Leave by State and Type of Leave, 2023

<b>North Carolina</b>	\$1,011,473,000	\$143,986,000	\$535,378,000	\$1,690,836,000
<b>North Dakota</b>	\$99,318,000	\$18,550,000	\$89,948,000	\$207,816,000
<b>Ohio</b>	\$1,077,371,000	\$174,966,000	\$634,898,000	\$1,887,235,000
<b>Oklahoma</b>	\$298,096,000	\$90,444,000	\$256,889,000	\$645,429,000
<b>Pennsylvania</b>	\$1,113,644,000	\$163,023,000	\$724,994,000	\$2,001,661,000
<b>South Carolina</b>	\$424,518,000	\$50,763,000	\$206,385,000	\$681,666,000
<b>South Dakota</b>	\$56,619,000	\$9,702,000	\$59,117,000	\$125,438,000
<b>Tennessee</b>	\$662,119,000	\$109,176,000	\$408,654,000	\$1,179,949,000
<b>Texas</b>	\$2,305,833,000	\$626,843,000	\$1,700,141,000	\$4,632,817,000
<b>Utah</b>	\$245,349,000	\$45,342,000	\$229,042,000	\$519,733,000
<b>Vermont</b>	\$56,920,000	\$6,718,000	\$20,954,000	\$84,592,000
<b>Virginia</b>	\$744,137,000	\$151,000,000	\$461,716,000	\$1,356,853,000
<b>West Virginia</b>	\$126,054,000	\$15,679,000	\$117,369,000	\$259,102,000
<b>Wisconsin</b>	\$506,619,000	\$64,746,000	\$271,390,000	\$842,755,000
<b>Wyoming</b>	\$44,370,000	\$6,025,000	\$22,581,000	\$72,976,000
<b>Total, All States with No Paid Leave Laws</b>	<b>\$18,621,857,000</b>	<b>\$3,443,375,000</b>	<b>\$12,228,305,000</b>	<b>\$34,293,538,000</b>

Source: CLASP analysis of output data retrieved from the Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Notes: Dollar values were adjusted to their 2023 values using the CPI-U index from the Bureau of Labor Statistics. Estimates of wages lost include a worker's full usual wages for the entire length of an unpaid leave and the portion of their wages that are unpaid for the entire length of a partially paid leave.

**TABLE 7**

### Percent of Leaves Taken Without Pay by State, Gender, 2020

State	Women	Men
<b>Alabama</b>	40.0%	27.3%
<b>Alaska</b>	31.3%	20.6%
<b>Arizona</b>	33.1%	27.1%
<b>Arkansas</b>	39.3%	28.7%
<b>Florida</b>	33.5%	28.2%
<b>Georgia</b>	34.6%	27.2%
<b>Hawaii</b>	25.4%	21.0%
<b>Idaho</b>	37.7%	25.4%

### Percent of Leaves Taken Without Pay by State, Gender, 2020

Illinois	33.8%	26.9%
Indiana	42.7%	29.1%
Iowa	36.1%	31.8%
Kansas	37.0%	31.5%
Kentucky	35.9%	30.8%
Louisiana	40.0%	29.6%
Michigan	39.5%	28.6%
Mississippi	40.5%	31.6%
Missouri	40.9%	29.5%
Montana	34.9%	29.5%
Nebraska	36.3%	29.8%
Nevada	34.5%	25.6%
New Hampshire	31.5%	26.9%
New Mexico	31.9%	22.7%
North Carolina	35.4%	31.4%
North Dakota	38.2%	22.5%
Ohio	38.4%	31.0%
Oklahoma	35.8%	28.5%
Pennsylvania	36.1%	28.3%
South Carolina	35.5%	27.0%
South Dakota	35.1%	27.0%
Tennessee	38.5%	30.8%
Texas	31.9%	25.0%
Utah	40.2%	32.0%
Vermont	34.8%	29.2%
Virginia	30.2%	25.8%
West Virginia	35.1%	26.2%
Wisconsin	37.8%	27.9%
Wyoming	28.6%	19.2%
<b>Total, All States with No Paid Leave Laws</b>	<b>35.6%</b>	<b>28.0%</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

**TABLE 8**

<b>Total Wages Lost Due to Unpaid or Partially Paid Leave by State, Gender, 2023</b>			
<b>State</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Alabama</b>	\$391,063,000	\$361,157,000	\$752,220,000
<b>Alaska</b>	\$64,516,000	\$53,437,000	\$117,953,000
<b>Arizona</b>	\$711,206,000	\$565,600,000	\$1,276,806,000
<b>Arkansas</b>	\$244,903,000	\$223,549,000	\$468,452,000
<b>Florida</b>	\$1,546,041,000	\$1,211,911,000	\$2,757,952,000
<b>Georgia</b>	\$1,033,531,000	\$657,477,000	\$1,691,008,000
<b>Hawaii</b>	\$105,712,000	\$87,174,000	\$192,886,000
<b>Idaho</b>	\$116,006,000	\$112,154,000	\$228,160,000
<b>Illinois</b>	\$1,363,340,000	\$1,063,371,000	\$2,426,711,000
<b>Indiana</b>	\$658,667,000	\$495,237,000	\$1,153,904,000
<b>Iowa</b>	\$244,834,000	\$239,443,000	\$484,277,000
<b>Kansas</b>	\$262,097,000	\$319,907,000	\$582,004,000
<b>Kentucky</b>	\$325,009,000	\$286,411,000	\$611,420,000
<b>Louisiana</b>	\$454,640,000	\$395,005,000	\$849,645,000
<b>Michigan</b>	\$903,181,000	\$717,880,000	\$1,621,061,000
<b>Mississippi</b>	\$210,160,000	\$161,632,000	\$371,792,000
<b>Missouri</b>	\$663,005,000	\$485,445,000	\$1,148,450,000
<b>Montana</b>	\$82,637,000	\$75,173,000	\$157,810,000
<b>Nebraska</b>	\$179,599,000	\$155,334,000	\$334,933,000
<b>Nevada</b>	\$221,610,000	\$172,996,000	\$394,606,000
<b>New Hampshire</b>	\$147,228,000	\$106,394,000	\$253,622,000
<b>New Mexico</b>	\$144,619,000	\$84,387,000	\$229,006,000
<b>North Carolina</b>	\$914,316,000	\$776,521,000	\$1,690,837,000
<b>North Dakota</b>	\$104,298,000	\$103,519,000	\$207,817,000
<b>Ohio</b>	\$963,337,000	\$923,897,000	\$1,887,234,000
<b>Oklahoma</b>	\$334,874,000	\$310,555,000	\$645,429,000
<b>Pennsylvania</b>	\$1,167,700,000	\$833,962,000	\$2,001,662,000
<b>South Carolina</b>	\$401,945,000	\$279,721,000	\$681,666,000
<b>South Dakota</b>	\$67,895,000	\$57,543,000	\$125,438,000
<b>Tennessee</b>	\$612,670,000	\$567,279,000	\$1,179,949,000
<b>Texas</b>	\$2,462,938,000	\$2,169,879,000	\$4,632,817,000
<b>Utah</b>	\$240,948,000	\$278,785,000	\$519,733,000
<b>Vermont</b>	\$35,249,000	\$49,343,000	\$84,592,000
<b>Virginia</b>	\$710,250,000	\$646,602,000	\$1,356,852,000
<b>West Virginia</b>	\$155,235,000	\$103,867,000	\$259,102,000

### Total Wages Lost Due to Unpaid or Partially Paid Leave by State, Gender, 2023

<b>Wisconsin</b>	\$491,099,000	\$351,657,000	\$842,756,000
<b>Wyoming</b>	\$33,677,000	\$39,300,000	\$72,977,000
<b>Total, All States with No Paid Leave Laws</b>	<b>\$18,770,031,000</b>	<b>\$15,523,507,000</b>	<b>\$34,293,539,000</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Notes: Dollar values were adjusted to their 2023 values using the CPI-U index from the Bureau of Labor Statistics. Estimates of wages lost include a worker's full usual wages for the entire length of an unpaid leave and the portion of their wages that are unpaid for the entire length of a partially paid leave.

**TABLE 9**

### Percent of Leaves Needed That Are Not Taken by State, Gender, Race/Ethnicity, 2020

State	White Women	Black Women	Hispanic Women	White Men	Black Men	Hispanic Men
Alabama	34.6%	37.1%	37.3%	29.1%	34.2%	45.7%
Alaska	31.4%	N/A	40.7%	32.5%	40.7%	48.8%
Arizona	33.7%	35.4%	37.7%	29.8%	30.7%	39.2%
Arkansas	31.8%	36.4%	30.8%	27.5%	30.0%	42.2%
Florida	33.4%	38.6%	37.8%	30.6%	34.7%	42.2%
Georgia	35.1%	38.9%	37.6%	30.1%	34.1%	46.4%
Hawaii	31.0%	27.6%	32.5%	28.8%	26.9%	36.6%
Idaho	33.3%	N/A	35.0%	31.1%	N/A	43.7%
Illinois	35.1%	39.8%	37.2%	27.5%	30.5%	39.8%
Indiana	33.6%	35.3%	35.2%	29.1%	31.5%	42.9%
Iowa	36.1%	42.3%	37.8%	28.2%	39.6%	42.2%
Kansas	32.7%	36.9%	37.9%	27.8%	33.1%	45.5%
Kentucky	32.3%	39.1%	36.7%	27.8%	32.1%	44.4%
Louisiana	34.7%	39.5%	40.0%	30.9%	36.3%	50.9%
Michigan	34.7%	38.1%	40.9%	28.0%	30.7%	45.7%
Mississippi	34.1%	41.1%	37.7%	30.9%	36.0%	44.9%
Missouri	31.9%	32.4%	33.7%	28.0%	34.3%	44.2%
Montana	31.6%	N/A	34.2%	30.2%	N/A	29.9%
Nebraska	33.7%	36.2%	36.9%	27.6%	34.7%	43.7%
Nevada	35.3%	37.2%	40.6%	29.1%	30.1%	44.4%
New Hampshire	34.8%	34.1%	31.8%	28.2%	38.3%	34.8%
New Mexico	28.8%	45.8%	37.2%	30.0%	37.2%	43.1%
North Carolina	34.7%	38.8%	36.1%	30.0%	33.7%	46.9%

### Percent of Leaves Needed That Are Not Taken by State, Gender, Race/Ethnicity, 2020

<b>North Dakota</b>	30.5%	N/A	52.2%	28.6%	34.4%	47.9%
<b>Ohio</b>	33.4%	38.3%	40.4%	27.6%	34.5%	38.8%
<b>Oklahoma</b>	32.8%	37.5%	35.5%	28.4%	34.4%	40.6%
<b>Pennsylvania</b>	32.3%	35.9%	38.6%	28.5%	35.1%	42.4%
<b>South Carolina</b>	31.6%	34.7%	36.3%	28.5%	31.4%	47.4%
<b>South Dakota</b>	34.2%	42.8%	32.8%	31.6%	38.9%	43.4%
<b>Tennessee</b>	33.7%	38.8%	43.2%	29.4%	33.5%	44.4%
<b>Texas</b>	33.3%	37.7%	38.0%	28.5%	33.5%	42.8%
<b>Utah</b>	35.1%	37.8%	36.6%	27.7%	41.1%	40.5%
<b>Vermont</b>	32.3%	N/A	N/A	26.0%	N/A	N/A
<b>Virginia</b>	33.2%	37.1%	39.5%	27.1%	31.9%	43.1%
<b>West Virginia</b>	30.5%	36.3%	21.4%	31.0%	34.9%	33.2%
<b>Wisconsin</b>	33.0%	36.6%	39.1%	27.7%	35.3%	41.8%
<b>Wyoming</b>	38.1%	N/A	34.2%	29.3%	N/A	40.5%
<b>Total, All States with No Paid Leave Laws</b>	<b>33.5%</b>	<b>37.9%</b>	<b>37.8%</b>	<b>28.7%</b>	<b>33.6%</b>	<b>42.6%</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Notes: Racial groups are non-Hispanic. N/A indicates that sample sizes are not sufficient to meet reporting standards.

**TABLE 10**

### Percent of Leaves Taken Without Pay by State, Gender, Race/Ethnicity, 2020

<b>State</b>	<b>White Women</b>	<b>Black Women</b>	<b>Hispanic Women</b>	<b>White Men</b>	<b>Black Men</b>	<b>Hispanic Men</b>
<b>Alabama</b>	38.1%	42.4%	40.0%	23.9%	35.7%	14.3%
<b>Alaska</b>	33.3%	N/A	N/A	20.0%	N/A	N/A
<b>Arizona</b>	34.5%	46.2%	26.0%	27.4%	38.5%	23.4%
<b>Arkansas</b>	36.4%	50.0%	33.3%	27.8%	37.5%	25.0%
<b>Florida</b>	34.3%	41.6%	25.1%	28.6%	37.4%	21.5%
<b>Georgia</b>	33.1%	37.3%	30.3%	25.7%	31.9%	22.0%
<b>Hawaii</b>	33.3%	N/A	25.0%	27.3%	N/A	20.0%
<b>Idaho</b>	40.4%	N/A	12.5%	27.5%	N/A	N/A
<b>Illinois</b>	34.4%	42.5%	26.7%	26.5%	38.2%	23.7%
<b>Indiana</b>	42.7%	43.3%	40.0%	28.4%	34.8%	27.8%
<b>Iowa</b>	37.0%	50.0%	22.2%	31.8%	40.0%	12.5%



## Percent of Leaves Taken Without Pay by State, Gender, Race/Ethnicity, 2020

<b>Kansas</b>	36.1%	37.5%	33.3%	31.9%	42.9%	26.7%
<b>Kentucky</b>	35.2%	44.4%	20.0%	30.0%	35.7%	16.7%
<b>Louisiana</b>	34.8%	46.7%	33.3%	26.0%	39.6%	20.0%
<b>Michigan</b>	39.8%	42.9%	27.8%	28.4%	33.3%	22.2%
<b>Mississippi</b>	39.0%	42.9%	33.3%	27.8%	37.8%	N/A
<b>Missouri</b>	40.0%	48.7%	27.3%	28.5%	40.7%	20.0%
<b>Montana</b>	32.4%	N/A	N/A	27.8%	N/A	N/A
<b>Nebraska</b>	35.6%	40.0%	44.4%	29.7%	40.0%	30.0%
<b>Nevada</b>	34.0%	38.5%	30.3%	25.5%	36.4%	20.6%
<b>New Hampshire</b>	33.3%	N/A	N/A	27.3%	N/A	N/A
<b>New Mexico</b>	37.5%	N/A	30.3%	21.7%	N/A	21.9%
<b>North Carolina</b>	32.7%	41.9%	28.1%	28.8%	40.8%	28.9%
<b>North Dakota</b>	39.3%	N/A	N/A	21.9%	N/A	N/A
<b>Ohio</b>	37.9%	43.8%	28.6%	30.1%	38.3%	23.5%
<b>Oklahoma</b>	35.9%	41.7%	31.3%	27.1%	36.4%	23.8%
<b>Pennsylvania</b>	35.5%	45.7%	25.0%	27.3%	39.1%	21.2%
<b>South Carolina</b>	35.7%	37.9%	22.2%	25.7%	30.6%	16.7%
<b>South Dakota</b>	33.3%	N/A	N/A	26.7%	N/A	N/A
<b>Tennessee</b>	36.3%	45.3%	30.0%	29.3%	41.5%	18.8%
<b>Texas</b>	32.3%	41.0%	27.5%	24.9%	35.6%	21.7%
<b>Utah</b>	41.6%	N/A	33.3%	33.0%	N/A	25.0%
<b>Vermont</b>	33.3%	N/A	N/A	27.3%	N/A	N/A
<b>Virginia</b>	28.9%	37.9%	25.8%	23.3%	35.2%	23.5%
<b>West Virginia</b>	33.8%	33.3%	N/A	25.4%	N/A	N/A
<b>Wisconsin</b>	38.2%	44.4%	31.3%	27.5%	36.4%	22.2%
<b>Wyoming</b>	29.4%	N/A	N/A	21.7%	N/A	N/A
<b>Total, All States with No Paid Leave Laws</b>	<b>35.8%</b>	<b>42.1%</b>	<b>27.8%</b>	<b>27.6%</b>	<b>36.5%</b>	<b>22.3%</b>

Source: CLASP analysis of output data retrieved from the U.S. DOL Worker Paid Leave Usage Simulation model (Worker PLUS), last accessed December 2023.

Notes: Racial groups are non-Hispanic. N/A indicates that sample sizes are not sufficient to meet reporting standards.

## ENDNOTES

- <sup>1</sup> Wages lost are estimated relative to workers' usual annual earnings and do not include possible lost wages due to workers losing their jobs as a result of their taking leave.
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