



AAUW Florida Priority: Paid Leave- Support

The American Association of University Women of Florida has over 10,000 members and supporters statewide. We advance equity for women and girls through advocacy, education, and research.

Paid Leave Position Paper

AAUW works toward greater availability of and access to benefits that promote work-life balance including paid family, medical and sick leave.

- Unlike the majority of developed countries worldwide, the US does not guarantee paid annual leave, paid time off for illness or family care, or paid parental leave.
- Only 23% of workers for employers with more than 500 employees have access to paid family leave through their employers. Only 9% of those working for employers with under 100 employees have access through their employers.
- Low wage workers can not afford to lose income by taking time off without pay. Only 7% of low wage workers have access to paid leave through their employers.
- Women and mothers are typically caregivers and the most disadvantaged by denial of paid leave.
- The Family and Medical Leave Act (FMLA) 1993 provided job-protected, unpaid leave. FMLA fails to cover about 40% of workers.
- Paid leave helps businesses by improving employee retention avoiding high costs of turnover.

Paid Leave in Florida Career Service Employees

Career Service Employees are employees working for the State of Florida. Other categories of state employees are Senior Management Service, Selected Exempt Service and Other Personal Services. Career Service had over 80,000 positions in 2021 (the most recent comprehensive report) with 28 agencies and is the largest and lowest-paid category of state employees. Currently, Career Service employees do have parental and family leave, but it is unpaid. (FL Statute 110.221).

SB 127/ HB 128 speaks only to **paid parental leave** which means leave for the father or the mother of a child who is born to or adopted by that parent. This is a change from unpaid leave to paid leave. Just as in the current law, parental leave would be for 12 weeks and would prohibit the employee from using sick or annual leave instead of paid parental leave. Other unpaid leave could be requested after the 12-week leave has been used.

Career Service employees are paid in pay bands. Band 7, the largest number of employees, has pay ranges from a minimum of \$28,000 and a maximum of \$95,000. Average is \$56,514. Data from 2021.

SB 128 / HB 127 PAID PARENTAL LEAVE

SUPPORT

SPONSORS: SEN. LORI BERMAN / REP. ASHLEY GANTT

Senate Referrals: Government Oversight and Accountability; Appropriations Committee on Agriculture, Environment and General Government; Appropriations

House Referrals: Constitutional Rights, Rule of Law & Government Operations Subcommittee; Appropriations Committee; State Affairs Committee