

## States' Need for Inclusive Paid Family and Medical Leave

June 2017

As outlined in *Our Aging, Caring Nation*, 24 states stand out in one or more dimensions below as especially in need of a policy that includes parental leave, family care leave and personal medical leave. Half of these states (12) rank in high need in two or more of these dimensions.

State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Arizona		<ul style="list-style-type: none"> <li>• <b>804,000</b> - family caregivers</li> <li>• <b>15.4</b> - percent of adults who are family caregivers (tied for 35<sup>th</sup> largest)</li> <li>• <b>16.4</b> - percent pop. 65+ (tied for 9<sup>th</sup> largest)</li> <li>• <b>27.4</b> - old age dependency ratio (8<sup>th</sup> largest)</li> <li>• <b>32.6</b> - percent adults 65+ with multiple chronic conditions (36<sup>th</sup> largest)</li> <li>• <b>1.8</b> - 2050 projected ratio of potential family caregivers to elderly adults (1<sup>st</sup> smallest)</li> <li>• <b>19.8</b> - 2030 projected percent pop. 65+ (31<sup>st</sup> largest)</li> <li>• <b>20.7</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (48<sup>th</sup> largest)</li> <li>• <b>53.8</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (2<sup>nd</sup> largest)</li> </ul>		Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>12.6</b> - overall (12<sup>th</sup> largest)</li> <li>• <b>20.3</b> - 25-34 age range (tied for 5<sup>th</sup> largest)</li> <li>• <b>12.2</b> - 55-64 age range (14<sup>th</sup> largest)</li> </ul>

LFPR means labor force participation rate and *pop.* means population.

State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
California				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>14.7</b> - overall (5<sup>th</sup> largest)</li> <li>• <b>17.6</b> - 25-34 age range (11<sup>th</sup> largest)</li> <li>• <b>14.2</b> - 55-64 age range (7<sup>th</sup> largest)</li> </ul>
Colorado				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>13.3</b> - overall (8<sup>th</sup> largest)</li> <li>• <b>17.8</b> - 25-34 age range (10<sup>th</sup> largest)</li> <li>• <b>12.1</b> - 55-64 age range (15<sup>th</sup> largest)</li> </ul>
Connecticut	<ul style="list-style-type: none"> <li>• <b>4<sup>th</sup></b> lowest birth rate</li> <li>• <b>10.0</b> births per 1,000 population</li> </ul>		<ul style="list-style-type: none"> <li>• <b>7<sup>th</sup></b> largest share of older workers</li> <li>• <b>468,000</b> - total labor force age 55+</li> <li>• <b>46.6</b> - percent age 55+ in LFPR</li> <li>• <b>24.7</b> - percent of labor force age 55+</li> </ul>	

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
<b>Delaware</b>		<ul style="list-style-type: none"> <li>• <b>123,000</b> - family caregivers</li> <li>• <b>16.6</b> - percent of adults who are family caregivers (tied for 13<sup>th</sup> largest)</li> <li>• <b>17.0</b> - percent pop. 65+ (tied for 6<sup>th</sup> largest)</li> <li>• <b>27.7</b> - old age dependency ratio (6<sup>th</sup> largest)</li> <li>• <b>40.9</b> - percent adults 65+ with multiple chronic conditions (9<sup>th</sup> largest)</li> <li>• <b>2.8</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 13<sup>th</sup> smallest)</li> <li>• <b>24.1</b> - 2030 projected percent pop. 65+ (6<sup>th</sup> largest)</li> <li>• <b>41.9</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (11<sup>th</sup> largest)</li> <li>• <b>27.8</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (25<sup>th</sup> largest)</li> </ul>		
<b>Florida</b>	<ul style="list-style-type: none"> <li>• <b>9<sup>th</sup></b> lowest birth rate</li> <li>• <b>11.1</b> births per 1,000 population</li> </ul>	<ul style="list-style-type: none"> <li>• <b>2,670,000</b> - family caregivers</li> <li>• <b>16.5</b> - percent of adults who are family caregivers (tied for 18<sup>th</sup> largest)</li> <li>• <b>19.5</b> - percent pop. 65+ (1<sup>st</sup> largest)</li> <li>• <b>32.3</b> - old age dependency ratio (1<sup>st</sup> largest)</li> <li>• <b>45.4</b> - percent adults 65+ with multiple chronic conditions (1<sup>st</sup> largest)</li> <li>• <b>2.3</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 4<sup>th</sup> smallest)</li> <li>• <b>23.0</b> - 2030 projected percent pop. 65+ (tied for 9<sup>th</sup> largest)</li> <li>• <b>18.2</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (49<sup>th</sup> largest)</li> <li>• <b>38.5</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (8<sup>th</sup> largest)</li> </ul>		

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
<b>Hawaii</b>		<ul style="list-style-type: none"> <li>• <b>154,000</b> - family caregivers</li> <li>• <b>13.7</b> - percent of adults who are family caregivers (tied for 45<sup>th</sup> largest)</li> <li>• <b>16.6</b> - percent pop. 65+ (8<sup>th</sup> largest)</li> <li>• <b>26.9</b> - old age dependency ratio (9<sup>th</sup> largest)</li> <li>• <b>33.6</b> - percent adults 65+ with multiple chronic conditions (tied for 31<sup>st</sup> largest)</li> <li>• <b>2.1</b> - 2050 projected ratio of potential family caregivers to elderly adults (3<sup>rd</sup> smallest)</li> <li>• <b>22.7</b> - 2030 projected percent pop. 65+ (11<sup>th</sup> largest)</li> <li>• <b>37.0</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (tied for 24<sup>th</sup> largest)</li> <li>• <b>29.6</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 22<sup>nd</sup> largest)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>5<sup>th</sup></b> largest share of older workers</li> <li>• <b>170,000</b> - total labor force age 55+</li> <li>• <b>41.8</b> - percent age 55+ in LFPR</li> <li>• <b>25.1</b> - percent of labor force age 55+</li> </ul>	
<b>Maine</b>	<ul style="list-style-type: none"> <li>• <b>3<sup>rd</sup></b> lowest birth rate</li> <li>• <b>9.5</b> births per 1,000 population</li> </ul>	<ul style="list-style-type: none"> <li>• <b>178,000</b> - family caregivers</li> <li>• <b>16.6</b> - percent of adults who are family caregivers (tied for 13<sup>th</sup> largest)</li> <li>• <b>18.8</b> - percent pop. 65+ (2<sup>nd</sup> largest)</li> <li>• <b>30.4</b> - old age dependency ratio (2<sup>nd</sup> largest)</li> <li>• <b>33.6</b> - percent adults 65+ with multiple chronic conditions (tied for 31<sup>st</sup> largest)</li> <li>• <b>3.0</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 28<sup>th</sup> smallest)</li> <li>• <b>28.2</b> - 2030 projected percent pop. 65+ (1<sup>st</sup> largest)</li> <li>• <b>50.1</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (3<sup>rd</sup> largest)</li> <li>• <b>29.6</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 22<sup>nd</sup> largest)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Largest</b> share of older workers</li> <li>• <b>200,000</b> - total labor force age 55+</li> <li>• <b>42.8</b> - percent age 55+ in LFPR</li> <li>• <b>29.5</b> - percent of labor force age 55+</li> </ul>	
<b>Massachusetts</b>	<ul style="list-style-type: none"> <li>• <b>6<sup>th</sup></b> lowest birth rate</li> <li>• <b>10.5</b> births per 1,000 population</li> </ul>		<ul style="list-style-type: none"> <li>• <b>9<sup>th</sup></b> largest share of older workers</li> <li>• <b>877,000</b> - total labor force age 55+</li> <li>• <b>44.5</b> - percent age 55+ in LFPR</li> <li>• <b>24.4</b> - percent of labor force age 55+</li> </ul>	

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Montana		<ul style="list-style-type: none"> <li>• <b>118,000</b> - family caregivers</li> <li>• <b>14.6</b> - percent of adults who are family caregivers (42<sup>nd</sup> largest)</li> <li>• <b>17.3</b> - percent pop. 65+ (5<sup>th</sup> largest)</li> <li>• <b>28.5</b> - old age dependency ratio (4<sup>th</sup> largest)</li> <li>• <b>25.1</b> - percent adults 65+ with multiple chronic conditions (49<sup>th</sup> largest)</li> <li>• <b>2.9</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 20<sup>th</sup> smallest)</li> <li>• <b>24.3</b> - 2030 projected percent pop. 65+ (5<sup>th</sup> largest)</li> <li>• <b>40.3</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (tied for 13<sup>th</sup> largest)</li> <li>• <b>35.0</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (14<sup>th</sup> largest)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>4<sup>th</sup></b> largest share of older workers</li> <li>• <b>137,000</b> - total labor force age 55+</li> <li>• <b>41.9</b> - percent age 55+ in LFPR</li> <li>• <b>26.2</b> - percent of labor force age 55+</li> </ul>	
Nevada				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>13.0</b> - overall (10<sup>th</sup> largest)</li> <li>• <b>21.6</b> - 25-34 age range (tied for 3<sup>rd</sup> largest)</li> <li>• <b>12.5</b> - 55-64 age range (13<sup>th</sup> largest)</li> </ul>
New Hampshire	<ul style="list-style-type: none"> <li>• <b>1<sup>st</sup> lowest</b> birth rate</li> <li>• <b>9.3</b> births per 1,000 population</li> </ul>	<ul style="list-style-type: none"> <li>• <b>173,000</b> - family caregivers</li> <li>• <b>16.2</b> - percent of adults who are family caregivers (tied for 24<sup>th</sup> largest)</li> <li>• <b>16.4</b> - percent pop. 65+ (tied for 9<sup>th</sup> largest)</li> <li>• <b>25.7</b> - old age dependency ratio (tied for 16<sup>th</sup> largest)</li> <li>• <b>31.6</b> - percent adults 65+ with multiple chronic conditions (38<sup>th</sup> largest)</li> <li>• <b>2.9</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 20<sup>th</sup> smallest)</li> <li>• <b>24.6</b> - 2030 projected percent pop. 65+ (3<sup>rd</sup> largest)</li> <li>• <b>50.2</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (2<sup>nd</sup> largest)</li> <li>• <b>33.3</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 15<sup>th</sup> largest)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>3<sup>rd</sup></b> largest share of older workers</li> <li>• <b>195,000</b> - total labor force age 55+</li> <li>• <b>47.3</b> - percent age 55+ in LFPR</li> <li>• <b>26.3</b> - percent of labor force age 55+</li> </ul>	

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<b>New Jersey</b>			<ul style="list-style-type: none"> <li>• <b>6<sup>th</sup></b> largest share of older workers</li> <li>• <b>1,129,000</b> - total labor force age 55+</li> <li>• <b>45.8</b> - percent age 55+ in LFPR</li> <li>• <b>24.9</b> - percent of labor force age 55+</li> </ul>	Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>14.8</b> - overall (tied for 3<sup>rd</sup> largest)</li> <li>• <b>16.4</b> - 25-34 age range (15<sup>th</sup> largest)</li> <li>• <b>13.1</b> - 55-64 age range (tied for 10<sup>th</sup> largest)</li> </ul>
<b>New Mexico</b>		<ul style="list-style-type: none"> <li>• <b>277,000</b> - family caregivers</li> <li>• <b>17.5</b> - percent of adults who are family caregivers (10<sup>th</sup> largest)</li> <li>• <b>15.9</b> - percent pop. 65+ (16<sup>th</sup> largest)</li> <li>• <b>26.3</b> - old age dependency ratio (tied for 13<sup>th</sup> largest)</li> <li>• <b>29.6</b> - percent adults 65+ with multiple chronic conditions (41<sup>st</sup> largest)</li> <li>• <b>2.5</b> - 2050 projected ratio of potential family caregivers to elderly adults (6<sup>th</sup> smallest)</li> <li>• <b>23.0</b> - 2030 projected percent pop. 65+ (tied for 9<sup>th</sup> largest)</li> <li>• <b>45.0</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (6<sup>th</sup> largest)</li> <li>• <b>39.5</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 6<sup>th</sup> largest)</li> </ul>		
<b>Oklahoma</b>				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>14.8</b> - overall (tied for 3<sup>rd</sup> largest)</li> <li>• <b>18.7</b> - 25-34 age range (8<sup>th</sup> largest)</li> <li>• <b>15.7</b> - 55-64 age range (3<sup>rd</sup> largest)</li> </ul>
<b>Oregon</b>	<ul style="list-style-type: none"> <li>• <b>10<sup>th</sup></b> lowest birth rate</li> <li>• <b>11.3</b> births per 1,000 population</li> </ul>			

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<b>Pennsylvania</b>	<ul style="list-style-type: none"> <li>• <b>8<sup>th</sup></b> lowest birth rate</li> <li>• <b>11.0</b> births per 1,000 population</li> </ul>	<ul style="list-style-type: none"> <li>• <b>1,650,000</b> - family caregivers</li> <li>• <b>16.3</b> - percent of adults who are family caregivers (23<sup>rd</sup> largest)</li> <li>• <b>17.0</b> - percent pop. 65+ (tied for 6<sup>th</sup> largest)</li> <li>• <b>27.5</b> - old age dependency ratio (7<sup>th</sup> largest)</li> <li>• <b>40.5</b> - percent adults 65+ with multiple chronic conditions (tied for 10<sup>th</sup> largest)</li> <li>• <b>3.3</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 43<sup>rd</sup> smallest)</li> <li>• <b>23.2</b> - 2030 projected percent pop. 65+ (7<sup>th</sup> largest)</li> <li>• <b>36.2</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (28<sup>th</sup> largest)</li> <li>• <b>18.5</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (41<sup>st</sup> largest)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>8<sup>th</sup></b> largest share of older workers</li> <li>• <b>1,585,000</b> - total labor force age 55+</li> <li>• <b>40.3</b> - percent age 55+ in LFPR</li> <li>• <b>24.7</b> - percent of labor force age 55+</li> </ul>	
<b>Rhode Island</b>	<ul style="list-style-type: none"> <li>• <b>5<sup>th</sup></b> lowest birth rate</li> <li>• <b>10.4</b> births per 1,000 population</li> </ul>			
<b>Tennessee</b>				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>14.3</b> - overall (6<sup>th</sup> largest)</li> <li>• <b>20.3</b> - 25-34 age range (tied for 5<sup>th</sup> largest)</li> <li>• <b>13.0</b> - 55-64 age range (12<sup>th</sup> largest)</li> </ul>
<b>Texas</b>				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>16.8</b> - overall (2<sup>nd</sup> largest)</li> <li>• <b>21.6</b> - 25-34 age range (tied for 3<sup>rd</sup> largest)</li> <li>• <b>17.2</b> - 55-64 age range (2<sup>nd</sup> largest)</li> </ul>

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<b>Utah</b>				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>20.6</b> - overall (1<sup>st</sup> largest)</li> <li>• <b>26.6</b> - 25-34 age range (1<sup>st</sup> largest)</li> <li>• <b>20.2</b> - 55-64 age range (1<sup>st</sup> largest)</li> </ul>
<b>Vermont</b>	<ul style="list-style-type: none"> <li>• <b>2<sup>nd</sup></b> lowest birth rate</li> <li>• <b>9.4</b> births per 1,000 population</li> </ul>	<ul style="list-style-type: none"> <li>• <b>74,900</b> - family caregivers</li> <li>• <b>14.8</b> - percent of adults who are family caregivers (tied for 38<sup>th</sup> largest)</li> <li>• <b>17.6</b> - percent pop. 65+ (4<sup>th</sup> largest)</li> <li>• <b>27.8</b> - old age dependency ratio (5<sup>th</sup> largest)</li> <li>• <b>26.1</b> - percent adults 65+ with multiple chronic conditions (47<sup>th</sup> largest)</li> <li>• <b>2.9</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 20<sup>th</sup> smallest)</li> <li>• <b>24.4</b> - 2030 projected percent pop. 65+ (4<sup>th</sup> largest)</li> <li>• <b>38.5</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (20<sup>th</sup> largest)</li> <li>• <b>41.7</b> - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (4<sup>th</sup> largest)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>2<sup>nd</sup></b> largest share of older workers</li> <li>• <b>99,000</b> - total labor force age 55+</li> <li>• <b>48.3</b> - percent age 55+ in LFPR</li> <li>• <b>28.8</b> - percent of labor force age 55+</li> </ul>	
<b>West Virginia</b>	<ul style="list-style-type: none"> <li>• <b>7<sup>th</sup></b> lowest birth rate</li> <li>• <b>10.7</b> births per 1,000 population</li> </ul>	<ul style="list-style-type: none"> <li>• <b>282,000</b> - family caregivers</li> <li>• <b>19.3</b> - percent of adults who are family caregivers (4<sup>th</sup> largest)</li> <li>• <b>18.2</b> - percent pop. 65+ (3<sup>rd</sup> largest)</li> <li>• <b>29.8</b> - old age dependency ratio (3<sup>rd</sup> largest)</li> <li>• <b>42.8</b> - percent adults 65+ with multiple chronic conditions (4<sup>th</sup> largest)</li> <li>• <b>3.1</b> - 2050 projected ratio of potential family caregivers to elderly adults (tied for 33<sup>rd</sup> smallest)</li> <li>• <b>25.3</b> - 2030 projected percent pop. 65+ (2<sup>nd</sup> largest)</li> <li>• <b>39.1</b> - 2015-2030 projected percent increase in proportion of pop. 65+ (18<sup>th</sup> largest)</li> <li>• <b>18.9</b> - projected percent increase in adults 65+ with Alzheimer's 2017-2025 (40<sup>th</sup> largest)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>10<sup>th</sup></b> largest share of older workers</li> <li>• <b>188,000</b> - total labor force age 55+</li> <li>• <b>30.8</b> - percent age 55+ in LFPR</li> <li>• <b>23.9</b> - percent of labor force age 55+</li> </ul>	

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Wyoming				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> <li>• <b>13.1</b> - overall (9<sup>th</sup> largest)</li> <li>• <b>22.2</b> - 25-34 age range (2<sup>nd</sup> largest)</li> <li>• <b>14.1</b> - 55-64 age range (8<sup>th</sup> largest)</li> </ul>

**Paid parental leave** is needed in states in which birth rates are low and, as a result, the long-term strength of the labor force, the tax base and the care base may be in jeopardy.

**Paid leave for family caregiving** is needed in states with significant current and projected caregiving needs.

**Paid medical leave** would help bolster the labor force in states with high shares of workers ages 55 and older who are more likely to experience serious medical conditions and to take leave for medical reasons.

States with the greatest **economic case for paid leave** have a high percentage point difference between men's and women's labor force participation rates, because paid leave helps women remain attached to the labor force and provides economic security.