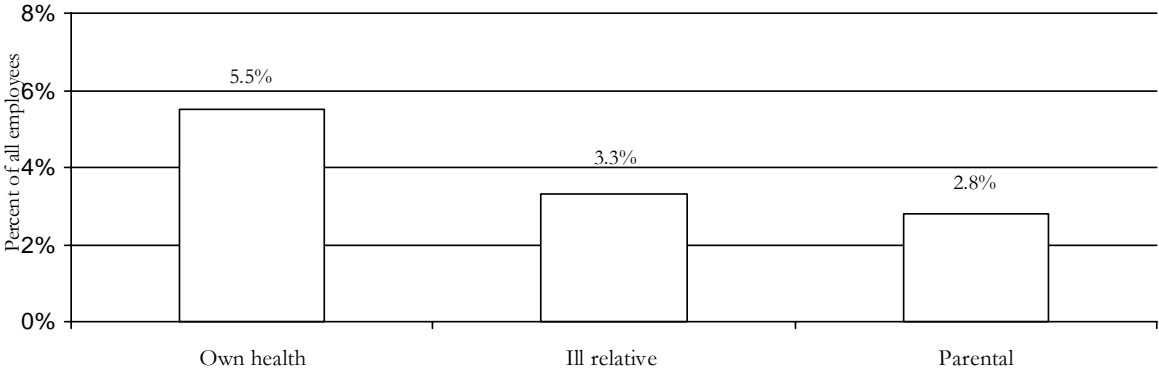
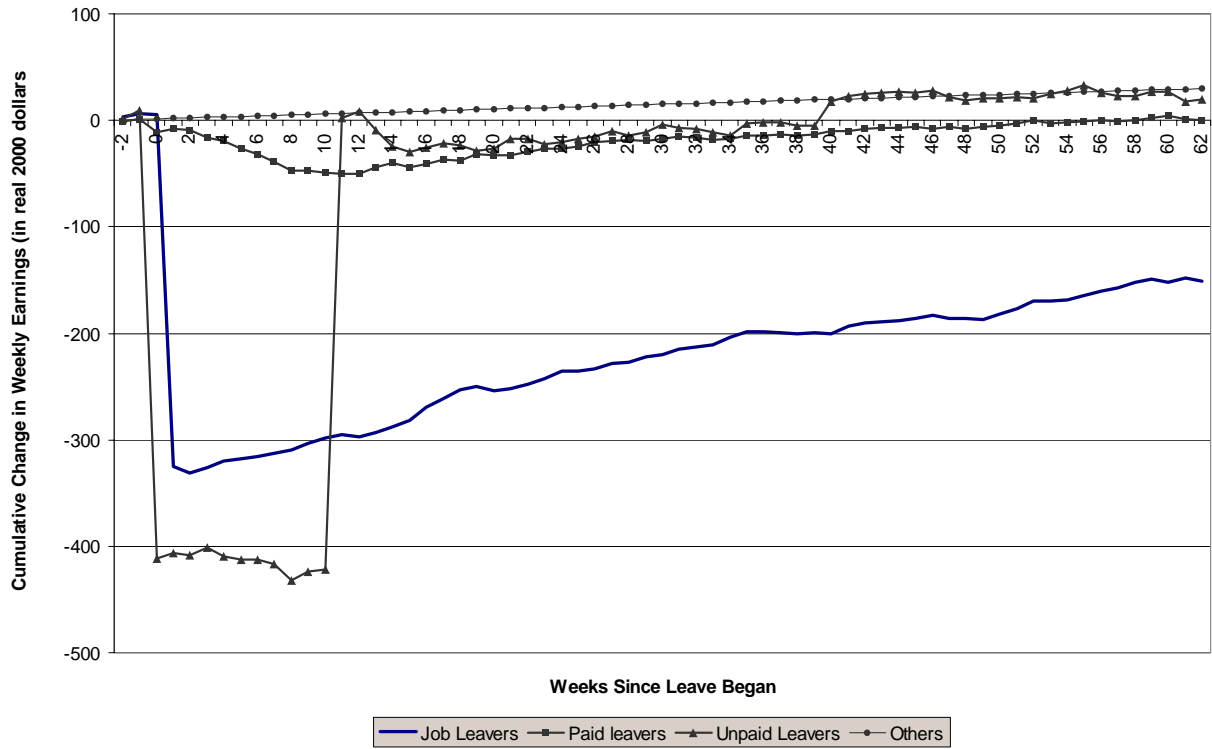


**Figure 1 Percentage of Employees Taking Leave Annually, by Type of Leave**



Source: Cantor et al., 2001; Table 2-4. Adjusted from data on leaves reported over a 19-month period.

Figure 2  
Change in Weekly Earnings, by Type of Leavers



**Table 1**  
**Characteristics Of Sample Of Pregnancy Leavers, By Type Of Leave**

	Returned to same employer		Did not return to employer; unknown if received pay after leave
	Paid leave	Unpaid leave	Job leave
Total number of leaves*	1251	365	831
Percent of leaves	51.1%	14.9%	34.0%
Average weekly earnings (in 2000 dollars) 2 weeks before leave	\$639.62	\$423.24	\$423.16
(Standard deviation)	(391.28)	(355.07)	(353.67)
Average age at time of leave	31.6	30.4	31.8
(standard deviation)	(3.60)	(3.34)	(4.31)
Percent white (non-hispanic, non-black)	83.9%	86.5%	83.1%
Percent black (non-hispanic)	10.4%	7.9%	11.8%
Percent hispanic	5.7%	5.6%	5.1%
Percent with college degree in 1988	36.6%	25.7%	18.5%

Percent with college degree in 1994	41.3%	29.3%	22.3%
Percent with college degree by 2000	41.3%	31.3%	23.4%
Percent married in 1988	60.2%	70.8%	61.9%
Percent married in 1994	79.1%	84.0%	67.4%
Percent married in 2000	83.0%	83.9%	69.6%

\*Totals are adjusted using sampling weights in the NLSY79 to correct for oversampling of non-white and non-Hispanic respondents.

Source: Authors' tabulations from the NLSY79.

Table 2		
Estimated Benefits of Paid Leave in Massachusetts in Millions		
	Low range	High range
Annual wages to job leavers	\$41.1	\$41.1
Annual employer savings from reduced turnover	\$20.4	\$27.2
<i>Total</i>	<i>\$61.5</i>	<i>\$68.3</i>

Table 3				
Current Annual Leaves and Total and Per Worker Wage Costs in Massachusetts by Type of Leave				
	Parental	Own health	Ill relative	All Leaves
<b>Total leaves</b>	99,517	220,503	122,551	442,570
<b>Total annual cost (in millions)</b>				
Employer Wage Benefits	\$85.1	\$231.8	\$55.2	\$372.1
Employee Uncompensated Wages	\$341.0	\$865.4	\$150.8	\$1,357.3
<i>Total</i>	<i>\$426.1</i>	<i>\$1,097.2</i>	<i>\$206.1</i>	<i>\$1,729.4</i>
<b>Annual cost per covered worker</b>				
Employer Wage Benefits	\$26	\$71	\$17	\$114
Employee Uncompensated Wages	\$105	\$266	\$46	\$417
<i>Total</i>	<i>\$131</i>	<i>\$337</i>	<i>\$63</i>	<i>\$532</i>
Source: Authors' calculations using IWPR/LRC Family and Medical Leave Simulation Model				

Table 4

Annual Total Leaves, Total Program Wage Replacement Benefits Paid and Cost  
Per Covered Employee of an Extended TDI Program in Massachusetts

	66.7% Take-Up Rate				80% Take-Up Rate			
	Parental	Own health	Ill relative	Total	Parental	Own health	Ill relative	Total
Total leaves using wage replacement program	43,124	100,009	60,331	<b>203,465</b>	52,127	119,559	71,609	<b>243,294</b>
Total wage replacement program costs (in millions)	\$76.2	\$176.8	\$43.4	<b>\$296.4</b>	\$91.2	\$211.8	\$50.1	<b>\$353.1</b>
Annual wage replacement program cost per covered employee	\$23	\$54	\$13	<b>\$91</b>	\$28	\$65	\$15	<b>\$109</b>

Rows and columns may not sum to totals due to rounding.

Source: Authors' calculation using the IWPR/LRC Family and Medical Leave Simulation Model

Table 5

Annual Total and Per Covered Employee Program Wage Replacement Costs, Employer Wage Benefits, and Employee Uncompensated Wages with an Extended TDI Program in Massachusetts By Type of Leave Using a 66.7% Take-Up Rate

	Parental	Own health	Ill relative	Total
<b>Total annual cost (in millions)</b>				
Paid wage replacement program	\$76.2	\$176.8	\$43.4	\$296.4
Employer wage benefits	\$62.9	\$169.1	\$55.7	\$287.5
Employee uncompensated wages	\$296.3	\$806.0	\$176.1	\$1,278.4
<i>Total</i>	<i>\$435.4</i>	<i>\$1,151.9</i>	<i>\$275.1</i>	<i>\$1,862.4</i>
<b>Annual cost per covered employee</b>				
Paid wage replacement program	\$23	\$54	\$13	\$91
Employer wage benefits	\$19	\$52	\$17	\$88
Employee uncompensated wages	\$91	\$248	\$54	\$393
<i>Total</i>	<i>\$134</i>	<i>\$354</i>	<i>\$85</i>	<i>\$573</i>

Rows and columns may not sum to totals due to rounding.

Sources: Authors' calculation using the IWPR/LRC Family and Medical Leave Simulation Model

Table 6

Annual Total and Per Covered Employee Program Wage Replacement Costs, Employer Wage Benefits, and Employee Uncompensated Wages with an Extended TDI Program in Massachusetts By Type of Leave Using a 80% Take-Up Rate

	Parental	Own health	Ill Relative	Total
<b>Total annual cost (in millions)</b>				
Paid wage replacement program	\$91.2	\$211.8	\$50.1	\$353.2
Employer wage benefits	\$56.9	\$168.7	\$51.0	\$276.7
Employee uncompensated wages	\$289.7	\$830.8	\$184.3	\$1,304.8
<i>Total</i>	<i>\$437.8</i>	<i>\$1,211.4</i>	<i>\$285.4</i>	<i>\$1,934.6</i>
<b>Annual cost per covered employee</b>				
Paid wage replacement program	\$28	\$65	\$15	\$109
Employer wage benefits	\$18	\$52	\$16	\$85
Employee uncompensated wages	\$89	\$255	\$57	\$401
<i>Total</i>	<i>\$135</i>	<i>\$373</i>	<i>\$88</i>	<i>\$595</i>

Rows and columns may not sum to totals due to rounding.

Sources: Authors' calculation using the IWPR/LRC Family and Medical Leave Simulation Model

Table 7

Annual Total and Per Covered Employee Paid Leave Wage Replacement, Employer Wage Benefits, and Employee Uncompensated Wages Currently in Massachusetts and with an Extended TDI Program by Take-Up Rate

	No Program	With a Paid Leave Program	
		66.7% Take Up rate	80% Take Up rate
<b>Total annual cost (in millions)</b>			
Paid wage replacement program	\$0	\$296.4	\$353.1
Employer wage benefits	\$372.1	\$287.5	\$276.6
Employee uncompensated wages	\$1357.3	\$1,278.4	\$1,304.8
<i>Total</i>	<i>\$1,729.4</i>	<i>\$1,862.4</i>	<i>\$1,934.5</i>
<b>Annual cost per covered employee</b>			
Paid wage replacement program	\$0	\$91	\$109
Employer wage benefits	\$114	\$88	\$65
Employee uncompensated wages	\$417	\$393	\$401
<i>Total</i>	<i>\$532</i>	<i>\$573</i>	<i>\$595</i>

Source: Authors' calculation using the IWPR/LRC Family and Medical Leave Simulation Model