FAMILY AND MEDICAL LEAVE INMONTANA

94 percent of Montana businesses employ fewer than 50 people.²



of people employed by MT businesses are employed by a business with fewer than 50 employees.²



Family and Medical Leave Act

Job-protected unpaid leave to bond with a new child, or care for one's own or a family member's serious medical condition.3

Criteria for Leave under FMLA



Employer has 50+ employees, is a public agency, or a K-12 school.³



Employee has worked for 12+ months.3



Employee worked 1,250+ hours in the 12 months prior to taking leave.3



Work location has 50+ employees within 75 miles.³



of Montana households are families.1

Montana Families with Own Children¹

104.286 families with own children

71% married-couple families 49% married-couple families, both working

29% single-householder families -

24% single-householder families, householder working -

15% families in poverty § •

10% single-householder families in poverty § 🗕

5% married-couple families in poverty § •



of children under 6 living with their parents were in a home where all parents in the home were in the

labor force.1

of children 6 to 17 living with their parents were in a home where all parents in home were in the labor force.1

62%

of women 16 to 50 who gave birth during the past year were in the labor force.1

59%

of grandparents responsible for own grandchildren were in the labor force.1

Labor Force Participation Rate Comparison, population age 20 to 64¹



of families had an income below \$25,000.1 female, own 65% children under 6 and 6 to 17 female, own 70% children under 6 74% female, overall

81%

female, own children 6 to 17

male, overall

82%

One survey of Montana businesses found:



provided some form of leave to care for a new child (commonly unpaid leave, vacation, sick, or general paid time off).⁴



provided paid maternity or paternity leave to all employees. Further, only 5 percent provided paid family leave to all employees.⁴



Expense was the #1 reason businesses gave for not offering parental leave.4

Top Three Reasons to Offer Parental Leave⁴



7,128 responses

5,455 responses

family frienály work environment important

right thing to do

worker retention

Sources

1. 2013-2017 American Community Survey, U.S. Census Bureau

2. 2016 Statistics of U.S. Businesses (SUSB), U.S. Census Bureau; Annual Data Tables by Establishment Industry

3. U.S. Department of Labor, Wage and Hour Division. (2012). "Fact Sheet #28: The Family and Medical Leave Act." Retrieved from: https://www.dol.gov/whd/regs/compliance/whdfs28.pdf

4. Wagner, B. (2015). Paid Family Leave in Montana. Montana Department of Labor & Industry, Research & Analysis Bureau. Retrieved from: http://lmi.mt.gov/Portals/193/Publications/LMI-Pubs/Articles/2015/1115-PaidFamilyLe

§ Below 100% of the Federal Poverty Level, \$20,780 for a family of 3 in 2018; Federal Register, Vol. 83, No. 12, January 18, 2018, pp. 2642-2644.

Produced by Montana KIDS COUNT