Family and Medical Leave in Montana

94 percent of Montana businesses employ fewer than 50 people.  

41% of people employed by MT businesses are employed by a business with fewer than 50 employees.  

78% of those ages 20 to 64 were in the labor force.  

61% of Montana workers worked full time, year round.  

6% of Montana workers usually worked 14 or fewer hours in weeks when they worked.  

Montana Families with Own Children

- 104,328 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

62% of Montana households are families.

63% of children under 6 living with their parents were in a home where all parents in the labor force.

72% of children 6 to 17 living with their parents were in a home where all parents in the labor force.

62% of women 18 to 50 who gave birth during the past year were in the labor force.

59% of grandparents responsible for own grandchildren were in the labor force.

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.

Criteria for Leave under FMLA

- Employer has 50+ employees, is a public agency, or a K-12 school.
- Employee has worked for 12+ months.
- Employee worked 1,250+ hours in the 12 months prior to taking leave.
- Work location has 50+ employees within 75 miles.

8,756 responses

Labor Force Participation Rate Comparison, population age 20 to 64

- Female, own children under 6: 65%
- Female, own children under 6: 70%
- Female, own children under 6: 74%
- Female, overall: 81%
- Male, overall: 82%

13% of families had an income below $25,000.

One survey of Montana businesses found:

- 45% provided some form of leave to care for a new child (commonly unpaid leave, vacation, sick, or general paid time off).
- 5% provided paid maternity or paternity leave to all employees. Further, only 5 percent provided paid family leave to all employees.

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

Top Three Reasons to Offer Parental Leave

- Family friendly work environment important
- Right thing to do
- Worker retention

8,756 responses

7,128 responses

5,455 responses

Produced by Montana KIDS COUNT

Sources:
1. 2013–17 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