



Women's Bureau, U.S. Department of Labor

Request for Information

RIN: 1290-ZA03

The Michigan Coalition to End Domestic and Sexual Violence (MCEDSV) appreciates this opportunity to share expertise on the benefits of paid leave policies and the connection paid leave policies have to preventing intimate partner and sexual violence (IPV/SV). MCEDSV has been at the forefront of the nation as a champion for intimate partner and sexual violence primary prevention at the community and societal levels for nearly two decades. Since 2002, MCEDSV has been one of ten states to receive competitive funding from the Centers for Disease Control and Prevention (CDC) to increase the evidence base on the most effective ways to prevent interpersonal violence.

PAID LEAVE POLICIES & PRIMARY PREVENTION OF IPV/SV^{9, 15}

- Primary prevention refers to programs and policy efforts that prevent IPV from occurring. Primary Prevention reduces the incidence of intimate partner and sexual violence by changing social and community policies, societal norms, practices, and behaviors that increase the likelihood that one may choose to perpetrate abuse.
- Protective Factors are individual, relational, community, and societal-level variables that lessen the likelihood of perpetration and victimization directly or by buffering against risk.
- Risk Factors occur at individual, relational, community, and societal levels and increase the likelihood that individuals may choose to perpetrate violence, and thus increase the potential rate of victimization.
- There are many risk and protective factors associated with IPV perpetration and victimization, including economic supports for families and policies such as paid leave.
- Poverty and financial stress are identified risk factors for IPV victimization and are related to work policies around paid leave.
 - While issues related to economic stability do not directly cause IPV, economic stability may reduce financial dependence on a potential or current perpetrator, increase the likelihood that one

may be able to leave an abusive relationship, and/or provide alternatives to abusive relationships.

- The CDC has recognized that improving financial security and work supports, such as paid leave, as factors that protect against IPV and therefore may lower the overall IPV rate for communities.
- Paid leave policies that allow workers to maintain employment and income during illness, while caring for family members, or post-partum serve as protective factors against IPV

WHO BENEFITS FROM PAID LEAVE POLICIES

- **New Parents:** Reduce relationship and financial stress and mental health issues¹ for the 70% of Michigan households with working parents⁸.
- **Low Income Families:** Low-wage earners, especially women of color, have the least access to paid leave despite being more likely to be the sole breadwinner and to have children with additional needs¹⁶. Ninety-five percent of low wage laborers and their babies who are not able to take time off during their baby's infancy or sickness⁵.
- **BIPOC:** Black, Indigenous, and People of Color (BIPOC) are particularly affected by the absence of comprehensive paid leave plans. In Michigan, 85% of Black mothers, 51% of white mothers, and 54% of Latina mothers are primary family earners².
- **Older Adults:** In 10 years, 1 in 5 Michiganders will be older than sixty-five¹⁴. Already, there is a shortage of caretakers for our elderly¹⁰.
- **Working Families:** Sixty-two percent of working Michiganders do not have access to paid leave under the federal Family and Medical Leave Act⁴.
- **Businesses:** Increase labor force participation and economic output¹². Michigan can't afford to leave caretakers out of the workforce. Eighty-nine percent of food workers who report going to work when they're sick and everyone they are serving, as most food workers do not have access to paid leave¹³. One million Michigan small businesses that could benefit from positive effects that paid leave policies have on recruitment, productivity, and overall performance and profitability³.
- **Children:** Decades of research support better physical and social health outcomes for infants and children if parents have access to paid family leave⁶.
- **Women:** Additional economic growth from working Michigan women; the positive effects of paid leave can be seen for up to 8 years after a woman gives birth¹¹. Women, especially women of color, are more likely to be caretakers than men and suffer emotional, financial, physical, and career consequences⁷.

EFFECTIVE PAID LEAVE POLICIES

- Created from a lens of equity and inclusion and cover all employees, including part- and full-time, exempt and non-exempt, all genders, all marital and relationship arrangements, and with an understanding of the ways in which lack of paid leave disproportionately affects traditionally marginalized groups (including BIPOC and LGBTQIA+ employees).
- Flexible, customizable, and equitable to all employees (e.g., may be taken incrementally or consecutively).
- Provide income to workers for illness, caring for a family member (including same-sex partner and immediate relative), a variety of life events, birth/adoption of a child, personal leave to prevent and reduce burn-out, mental health issues, seeking counseling or medical treatment, time away from work related to survivorship (e.g. attending court hearings).
- Are cost effective for the size and scope of the organization, as well as cost effective for the employee.

MCEDSV CURRENT PAID LEAVE POLICY

Paid Time Off

MCEDSV prioritizes self-care and encourages employees to make full use of their paid time off (PTO) for physical wellness, mental health, vacation, self-care, and other needs. MCEDSV encourages employees to take reasonable vacation time so long as the employees are able to do so while meeting the demands of their respective work plans. Vacation time should be incorporated into each employee's work plan and, wherever possible, approved in advance by the employee's supervisor before the employee purchases tickets, makes reservations, or otherwise relies on the assumption that the vacation time will be approved. Supervisors may make reasonable requests that employees not schedule vacation during certain weeks during the year when the agency is particularly likely to need that employee's services. It is required that each full-time employee take five consecutive days off each year and they should schedule them with a supervisor.

MCEDSV prioritizes community care and does not allow employees to come to work when they may be sick. We strongly encourage employees to take the time they need to recover when they or their family members are sick. MCEDSV also recognizes that many employees require personal time to address family or personal business matters that pertain to their short and long-term mental and physical wellness.

PTO accrues every Friday beginning at the start of employment. Employees must be working or using PTO to accrue time off. Staff accrual rates vary based upon longevity

with the organization and employee classification. Staff will begin accruing upon hire at the following rates:

Quarter Time Staff accrue 35 hours of PTO per year, for the first three years of their employment. They are eligible for an increase in their third year to 45 hours of PTO and they are eligible for an increase in their fifth year to the cap of 55 hours of PTO per year.

Part Time Staff scheduled to work fewer than 20 hours accrue 70 hours of PTO per year, for the first three years of their employment. They are eligible for an increase in their third year to 90 hours of PTO and they are eligible for an increase in their fifth year to the cap of 110 hours of PTO per year.

Part Time Staff scheduled to work more than 20 hours accrue 105 hours of PTO per year, for the first three years of their employment. They are eligible for an increase in their third year to 135 hours of PTO and they are eligible for an increase in their fifth year to the cap of 165 hours of PTO per year.

Full Time and Salaried Staff accrue 140 hours of PTO per year, for the first three years of their employment. They are eligible for an increase in their third year to 180 hours of PTO and they are eligible for an increase in their fifth year to the cap of 220 hours of PTO per year.

Employees may roll over as much PTO as necessary each year; however, no employee upon termination shall be paid more than 80 hours of PTO regardless of the amount of time accrued. PTO can be used for any lawful reason-however absences over three days will require supporting documentation or advance approval from a supervisor. The Executive Director must approve any leave extending beyond two weeks.

Unpaid Leave Due to Illness/Disability

Employees who must be absent from work for a period exceeding 7 consecutive work days, and who have exhausted their accumulated paid time off (sick and vacation days) may request unpaid leave. The request should be made in writing to the Executive Director, with a copy provided to the immediate supervisor. The employee must ordinarily provide thirty days advance notice when the leave is "foreseeable." An employee's inability to work due to pregnancy shall be treated as a temporary disability.

A requesting employee must provide medical documentation from an attending physician, documenting the medical need for time off as well as the approximate date of return to work. Employees are required to use all accumulated paid time prior to unpaid time being utilized. The decision whether to grant a leave and its duration is in the sole discretion of the Executive Director. Benefits will be paid by the employee during unpaid disability leave unless otherwise required to be paid by the employer under the terms of a short-term or long-term disability policy.

Any employee that has been granted a disability leave must provide a medical statement from the treating physician(s) establishing the employee's ability to return to work without restrictions. This statement must be submitted before the employee's return start date and schedule will be approved. MCEDSV reserves the right to seek a second opinion with respect to any request for leave or medical statement certifying an employee's ability to return to work.

Major Life Event Leave

Employees experiencing a major life event (death or serious illness of spouse, parent, child, birth or adoption of a child, etc.) may make a request in writing to the Executive Director for major life event leave. The Executive Director shall respond as to the determination in writing within three days of the request. Leave shall be freely given once every three years at the sole discretion of the Executive Director. Major Life Event leave shall consist of one month's paid leave during which time the employee shall continue to accrue all benefits.

Bereavement Leave

With approval by the employee's supervisor, up to five days of bereavement leave may be granted in the event of the death of a family member, partner, or close friend (i.e. long-term colleagues, friends of the family). Requests for bereavement leave should be made to the employee's immediate supervisor as soon as possible.

Military Leave

Employees who are required to serve in any branch of the Armed Forces of the United States or are engaged in state military services are given the necessary time off and reinstated in accordance with federal and state laws.

Jury Leave

Time off will be granted to an employee who is called to jury duty or to serve as a non-expert witness. The employee will be paid the difference between their pay and the jury or witness fees received for up to thirty days per year. The agency must be provided with documentation of any fees paid.

Sabbatical Leave

Sabbatical leaves are meant to provide employees with a period of time for learning and rejuvenation. **Sabbatical leave is not vacation and shall not be treated as such.** The purpose of sabbatical is to give valued time and space to learn new skills and think critically about MCEDSV's service delivery. Upon return from sabbatical, employees are expected to present a written analysis of their experience together with citations that can be used to inform the work of the Coalition. Eligible employees are as follows:

- a. Be a full-time employee of MCEDSV for at least 7 years. Employees are eligible for a sabbatical leave for every 7 years of service. Consecutive sabbaticals must be at least 5 years apart.
- b. Availability of sabbatical leave for any employee will be based on the personnel stability of MCEDSV and the budget capabilities at that time.
- c. If more than one person is eligible for sabbatical leave at one time, the person who has worked the longest period without a sabbatical shall have priority.
- d. The amount of time available for sabbatical is 3 months. Employees shall receive full pay, including employer retirement contributions and medical and dental benefits. Vacation and sick leave will not accrue during sabbatical leave.
- e. The employee must stay with MCEDSV for at least one year after returning from sabbatical leave. If he or she leaves MCEDSV voluntarily before the one-year ends, he or she must pay back full salary received during the sabbatical.
- f. An employee must submit a written request for sabbatical leave to the Executive Director at least 6 months prior to the start of the requested leave, including plans for study and/or activity during the sabbatical and indications of the ways in which the study and/or activity will benefit MCEDSV after the employee's return. The request shall also include recommendations regarding interim staffing for the employee's position.
- g. Sabbatical leave must have the prior approval of the Executive Director. In the case of the Executive Director, sabbatical leave requires Board approval. Any employee submitting a request for sabbatical leave can expect a decision within 3 months of the date on which the request was received.

For more information about the Paid Family Leave Work being done through DELTA Impact email: prevention@mcedsv.org



REFERENCES

- ¹ Aitken, Z., Garrett, C. C., Hewitt, B., Keogh, L., Hocking, J. S., & Kavanagh, A. M. (2015). The maternal health outcomes of paid maternity leave: A systematic review. *Social Science & Medicine*, 130, 32–41.
- ² Anderson, J. (2016, September 8). Breadwinner Mothers by Race/Ethnicity and State. Retrieved 6 January 2020, from Institute for Women's Policy Research website: <https://iwpr.org/publications/breadwinner-mothers-by-raceethnicity-and-state>.
- ³ Corley, D. (2016). Paid leave is good for small business. Center for American Progress. Retrieved from <https://cdn.americanprogress.org/content/uploads/2016/10/03113052/SmallBizPaidLeaveBriefPDF.pdf>.
- ⁴ Diversitydatakids.org, (2015). Working adults who are eligible for and can afford FMLA unpaid leave. Brandeis University, The Heller.
- ⁵ Michel, Z. & Ben-Ishai, L. (2016). Good jobs for all: Racial inequities in job quality. Washington D.C.: CLASP: Policy Solutions that Work for Low-Income People. Retrieved from https://www.clasp.org/sites/default/files/publications/2017/04/Race-and-Job-Quality-Brief-3_30ar.docx-FINAL.pdf.
- ⁶ Nandi, A., Jahagirdar, D., Dimiris, M., & Heymann, S. (2018). The Impact of Parental and Medical Leave Policies on Socioeconomic and Health Outcomes in OECD Countries: A Systematic Review of the Empirical Literature. *The Milbank Quarterly*, 96(3), 434–471. <https://doi.org/10.1111/1468-0009.12340>.
- ⁷ National Partnership for Women and Families. (2018). The female face of family caregiving [Fact Sheet]. Retrieved from <https://www.nationalpartnership.org/our-work/resources/economic-justice/female-face-family-caregiving.pdf>.
- ⁸ National Partnership for Women and Families. (2019). Paid leave means a stronger Michigan [Fact Sheet].
- ⁹ Niolon, P. H., Kearns, M., Dills, J., Rambo, K., Irving, S., Armstead, T., & Gilbert, L. (2017). Preventing Intimate Partner Violence Across the Lifespan: A Technical Package of Programs, Policies, and Practices. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.
- ¹⁰ Noble, B. (2019, June 24). Services strained as census shows Michigan is now 12th oldest state in nation. Retrieved from <https://www.detroitnews.com/story/news/local/michigan/2019/06/24/michigan-ages-faster-than-nation-census-showservices-strained/1514838001/>.
- ¹¹ Sawhill, I., Reeves, R., Nzu, S. (2019). Paid leave as fuel for economic growth. Brookings. Retrieved from <https://www.brookings.edu/blog/up-front/2019/06/27/paid->

leave-as-fuel-for-economic-growth/ Jones, K. (2020). Paid family leave increases mothers' labor market attachment. Institute for Women's Policy Research.

¹² Schanzenbach, D. W., & Nunn, R. (2017). The 51%: Driving Growth through Women's Economic Participation. The Hamilton Project, Brookings Institute. Retrieved January 2020 from https://www.hamiltonproject.org/assets/files/the51percent_ebook.pdf.

¹³ Shallcross, L. (2015). Survey: Half of food workers go to work sick because they have to. National Public Radio. Retrieved from <https://www.npr.org/sections/thesalt/2015/10/19/449213511/survey-half-of-food-workers-go-to-worksick-because-they-have-to>.

¹⁴ United States Census Bureau. (2019, October). Older people projected to outnumber children. Retrieved from <https://www.census.gov/newsroom/press-releases/2018/cb18-41-population-projections.html>

¹⁵ Wilkins, N., Tsao, B., Hertz, M., Davis, R., Klevens, J. (2014). Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention Oakland, CA: Prevention Institute.

¹⁶ Ziliak Michel, Z. & Ben-Ishai, L. (2016). Good. jobs of all: Racial inequities in job quality. Center for Law and Family Policy. Retrieved January 2020 from <https://www.clasp.org/publications/report/brief/good-jobs-all-racial-inequities-jobquality>.