

HOW PAID LEAVE CAN ADVANCE EQUITY FOR COLORADANS

Being able to care for a new child, a sick or injured family member, or heal from a personal illness or injury shouldn't mean risking your job. While most Colorado workers – especially workers of color – aren't able to earn any paid leave time, a new ballot measure could change that.



Inequitable Access

Access to paid leave is slanted towards Coloradans who earn the highest incomes – who are disproportionately white



80% Have No Leave

Four out of every five workers do not currently get paid family leave.



Workers of Color Lack Leave

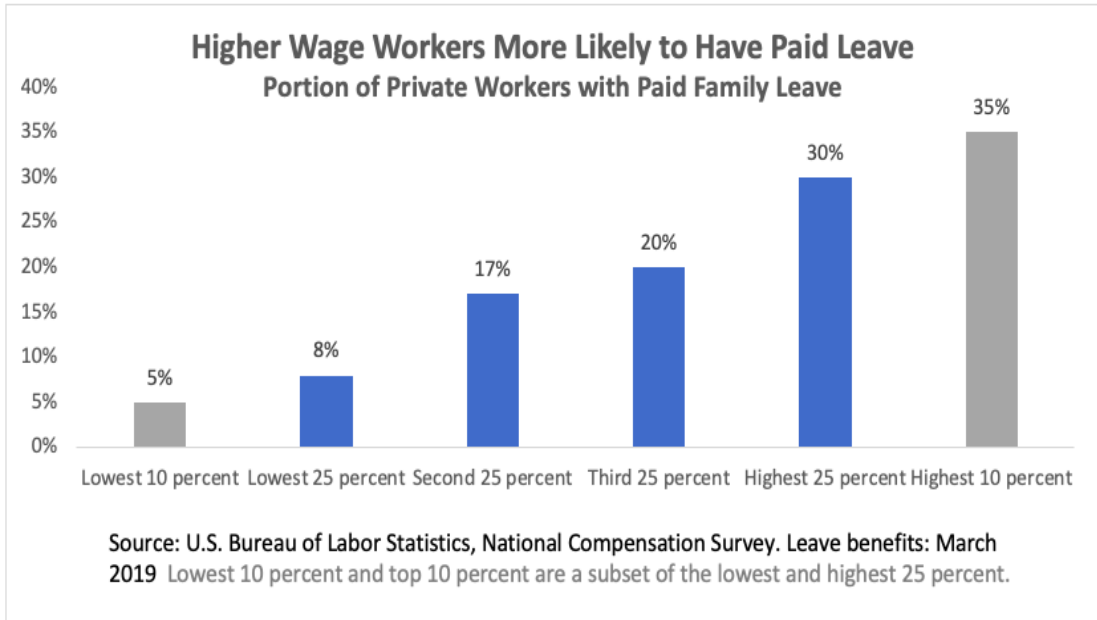
Black and Latino workers are more likely to work low- and middle-income jobs that are much less likely to offer leave.

Why Leave Matters

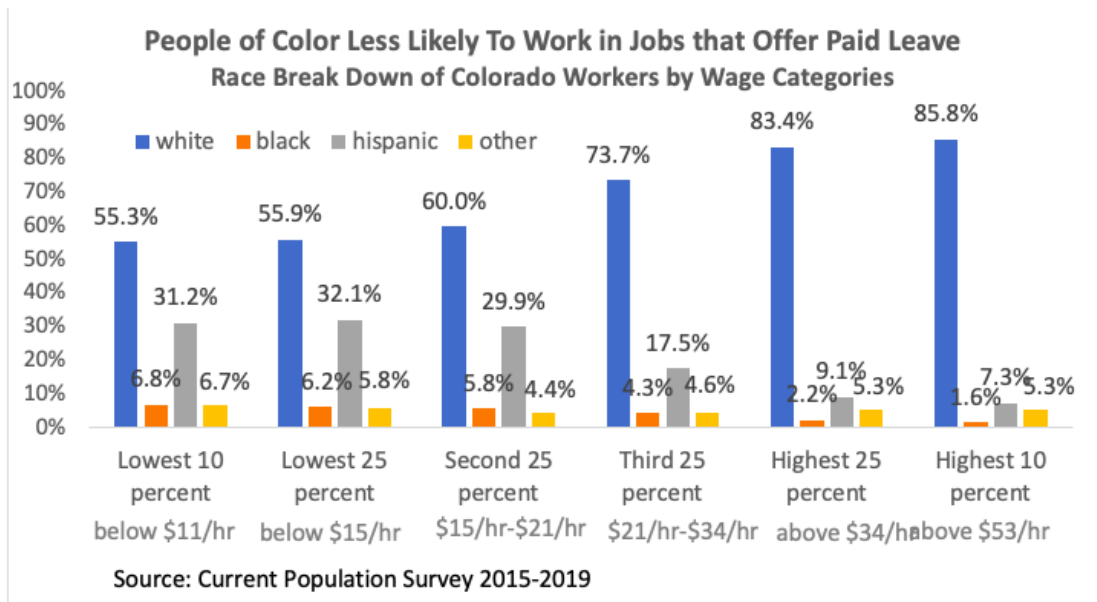
Passing paid family and medical leave will make sure all workers, regardless of their race or income, can take time off to care for themselves and their family members. It will also make our state a more equitable and healthier place to live for all Coloradans.

Quick Facts

- Overall, only 1 in 5 US workers have paid family leave. Jobs that do offer paid leave are more likely to pay higher wages.
- 71% of Colorado workers are white, but they are over-represented in income groups most likely to have paid family leave.
- Of the 35% of workers in the top 10% of wage-earners who get paid leave, 86% are white. Only 7% are Latino and less than 2% are Black.
- Women workers in Colorado are also less likely to work in the high wage brackets that are more likely to provide paid family leave.



Overall, only one in five US workers have paid family leave. Higher wage jobs are more likely to provide paid family leave than low-wage jobs.



While 71 percent of workers in Colorado are white, they are overrepresented in high-wage groups who are much more likely to get paid family leave. About 35 percent of workers in the top 10 percent of wage earners have paid leave and that group is about 86 percent white. Conversely, only 5 percent of the bottom 10 percent of wage earners have paid family leave and these 55 percent of those wage earners are white.

Black and Hispanic workers are less likely to have paid family leave at their jobs. Black workers in Colorado make up about 4 percent of total workers but they are nearly 7 percent of workers in the wage brackets least likely to get paid family leave. Hispanic workers comprise 21 percent of total workers but 31 percent of workers in the bottom wage bracket who are much less likely to have paid family leave.

Women workers in Colorado are also less likely to work in the high wage brackets that are more likely to provide paid family leave.