

FAMILY AND MEDICAL LEAVE IN MONTANA



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

41% of people employed by MT businesses are employed by a business with fewer than 50 employees.²

78%

of those ages 20 to 64 were in the labor force.¹

61%

of Montana workers worked full time, year round.¹





6%

of Montana workers usually worked 14 or fewer hours in weeks when they worked.¹

Family and Medical Leave Act

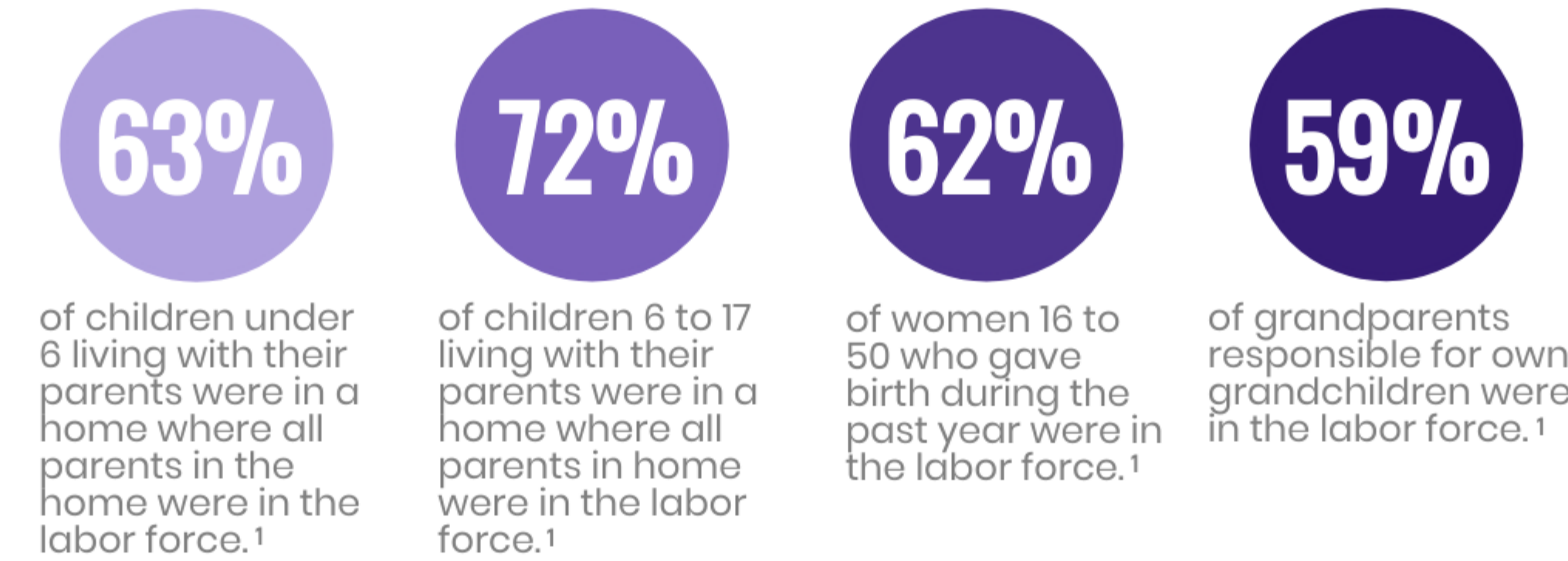
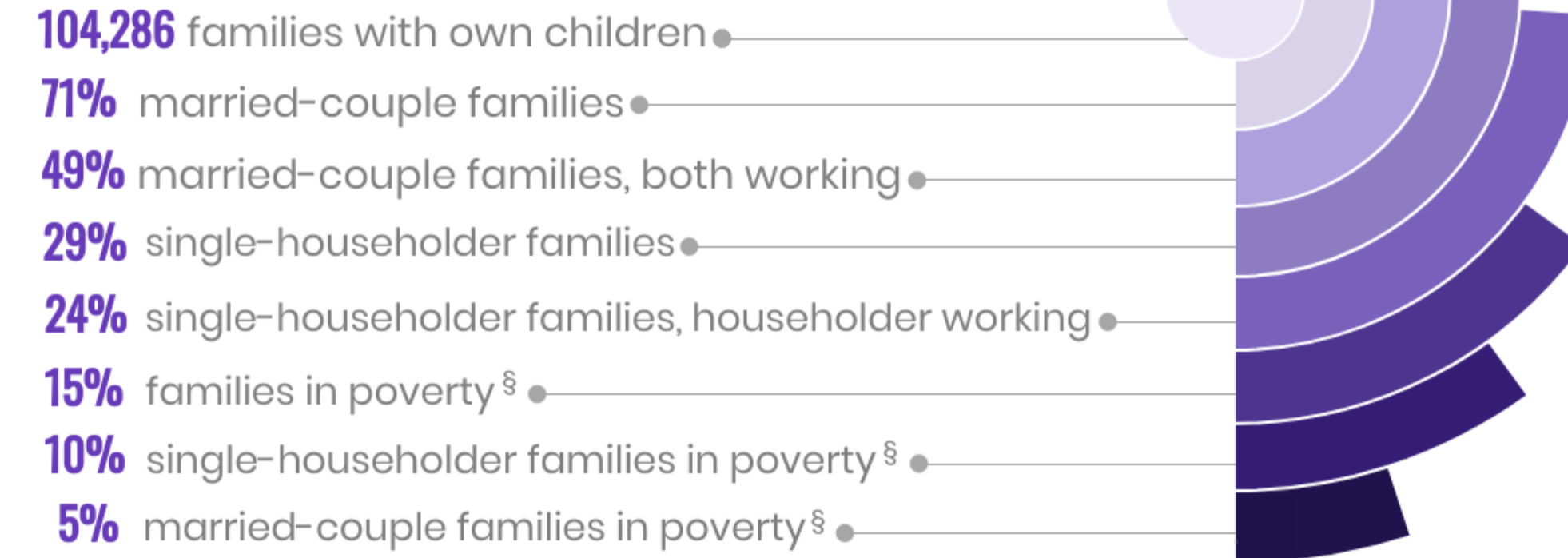
Job-protected unpaid leave to bond with a new child, or care for one's own or a family member's serious medical condition.³

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

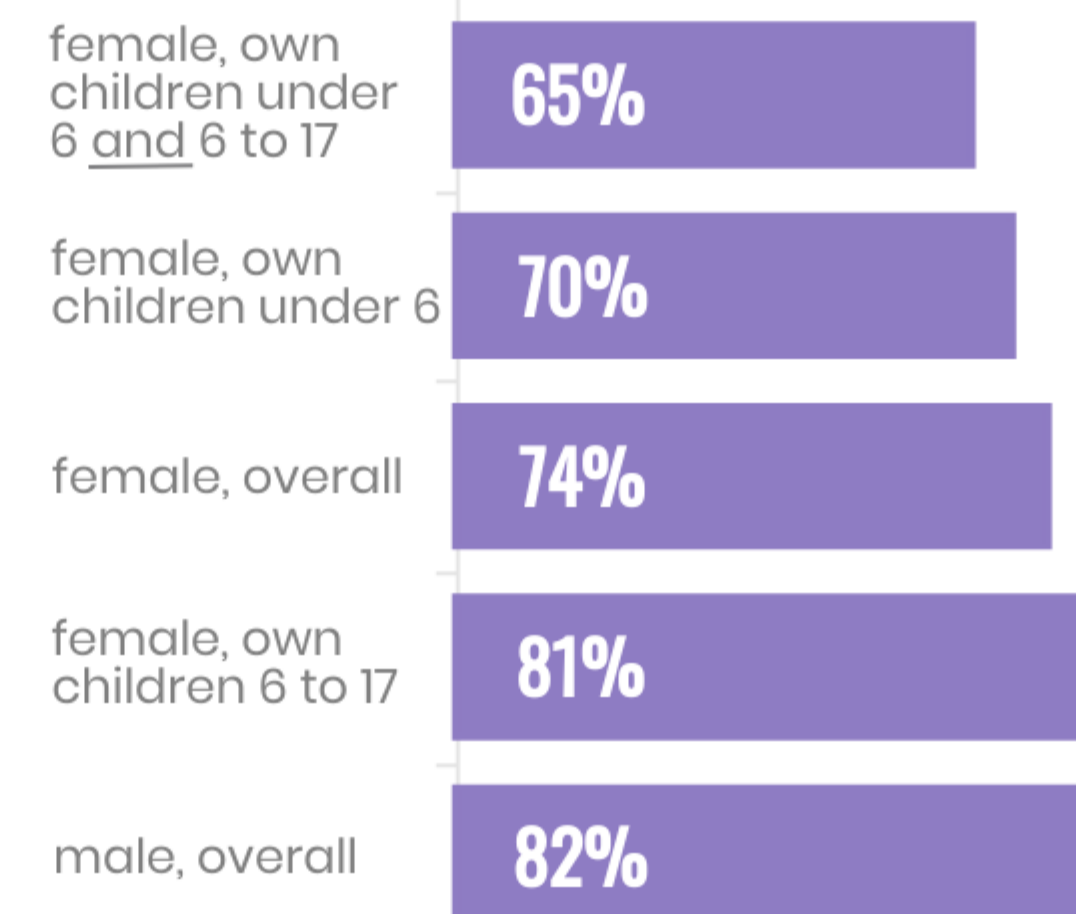
62% of Montana households are families.¹

Montana Families with Own Children¹



13% of families had an income below \$25,000.¹

Labor Force Participation Rate Comparison, population age 20 to 64¹



One survey of Montana businesses found:



Top Three Reasons to Offer Parental Leave⁴



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-PaidFamilyLeave.pdf>
 § 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.