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Economics Period 6

Mrs. Jacobs

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Outline

Thesis: The current legislation regarding parental leave is outdated and insufficient. The United States requires a new law about parental leave that is more inclusive in order to promote gender equality in the workforce, raise healthier children, and be competitive with the social programs of other developed countries.

- I. The current legislation on parental leave is not sufficient to allow mothers to continue to work, which promotes gender inequality in the workforce, with a majority of men remaining.

- A. “Leave no parent behind” - Jonathan Cohn

1. Many women do not return to the workforce after having children, which is due to the lack of parental leave.
 - a) Wasting some of the best talent
 2. New parents are more likely to return to work if they are able to take extended leave after giving birth

- B. “A Cup of Coffee”-Seabright McCabe

1. especially for female engineers, who are rare, lack of paid leave is serious factor in decision to leave profession
 - a) cite inhospitable work environment as reason

- b) will disappoint and discourage thousands of young engineers we actively support to STEM careers

2. Women's participation in work force has stalled

C. "Taking care of our own"-Lauren Sandler

1. The reason that parental leave isn't being passed is the issue of feminism.

Conservatives do not want to encourage women to work instead of staying home with children.

a) "pay a price for being mothers"-Hillary Clinton

2. There has been a change in demography in that far more women are college-educated and working until they have children.

a) Also more families where women are the primary breadwinners (now 25% of U.S. households)

3. Women who take paid leave after birth are more likely to be employed the following year and have higher wages

II. Children will be healthier with increased parental leave, because their parents will be available to bond with them and care for them.

A. "Leave No parent behind"-Jonathan Cohn

1. Parental leave leads to reductions in infant mortality, and there is less strain on the health care system down the line with healthier babies.

B. "Taking Care of our own"-Lauren Sandler

1. leave allows and forces both parents to involved in kids lives from birth.

2. Currently, no choice but to neglect needs of families or work (or both)

- a) Births and family illnesses are second leading cause of poverty spells after unemployment

- 3. Raise healthier babies

- C. “A cup of coffee”-Seabright McCabe

- 1. Parental leave promotes better health for children and parents.

III. Other countries’ extensive parental leave far exceeds that of the United States, which leads to a detrimental contradiction between the U.S.’s developed status and its state of affairs.

- A. “Leave no parent behind”-Jonathan Cohn

- 1. Other countries, like Denmark, have far better parental leave than the U.S. U.S. is the only developed country without mandatory parental leave.

- B. “Parental leave should be U.S. law-not just a company perk” - Ellen Bravo

- 1. Netflix was applauded for giving up to a year of leave, but this is what is available to all women in Canada (at 55% of salary)
- 2. In 38 other developed countries average paid time off is 5 to 6 months
- 3. Richest nation in the world needs to catch up with economic competitors

- C. “Taking care of our own”-Lauren Sandler

- 1. Need family leave to ensure companies are globally competitive

IV. The government needs to provide a law, such as the Family Act, that will cover the needs of new parents in the United States, to appease the voters and improve the country and its status.

- A. “Paid Parental Leave should be a U.S. Law-not just a company perk”-Ellen Bravo

1. A social insurance fund is currently proposed and will solve the problems of parental leave by allowing all workers to take time off
2. It will not put businesses or the country in debt
3. Greater impact on the majority of working families

B. “A cup of coffee”-Seabright McCabe

1. Paid leave is good for morale and does not significantly affect companies’ revenue in the long run (a cup of coffee per week)
2. Millennials most want work/life balance and flexibility, so this will be required of us soon for businesses to succeed and hire people

C. “Taking care of our own”-Lauren Sandler

1. Family Act by Gillibrand and DeLauro is the first federal paid leave bill and is a trust within Social Security system
 - a) not being supported enough, but leader of consortium and movement for paid leave Ellen Bravo has high hopes for it where she didn’t with other options
 - b) this or other way can reconcile competing needs of work and family
2. Turnover costs and problems with hiring new people are smaller if women return to work, and they do not lose the skilled workers.
 - a) 93% found it reduced turnover or left unchanged
3. Raises morale
 - a) 99% found raised or neutral on morale