



WYOMING  
WOMEN'S  
FOUNDATION

# OVERVIEW

Most Wyoming workers do not have access to paid family or medical leave when they need it most. In fact, about 75 percent of Wyoming's workforce, roughly 222,000<sup>1</sup> people, lack paid leave, and two-thirds are not even eligible for unpaid leave under the Family and Medical Leave Act.<sup>2</sup> When illness, childbirth, or caregiving responsibilities arise, too many Wyomingites are forced to choose between their family's health and their paycheck, resulting in nearly \$73 million in lost wages each year.<sup>3</sup> Paid Family and Medical Leave offers a practical, Wyoming-made solution to protect workers, strengthen families, and keep our economy moving forward.

**92%** of Wyoming children live in households with at least one full-time working adult, more than the national average of 87%<sup>4</sup>

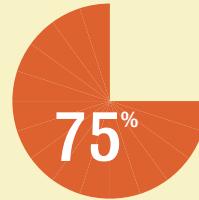
**21 MILLION** Hours of unpaid care are provided to Alzheimer patients alone in Wyoming<sup>5</sup>

**NATIONALLY 75%** of workers intending to leave their current workplace cited care commitments as a primary driver of this change.<sup>6</sup>

**47%** of Wyomingites reside in frontier counties, which makes access to healthcare both difficult, time consuming, and costly<sup>7</sup>

## Wyomingites Need Paid Family & Medical Leave

Small business employees and the self-employed deserve the benefit of being able to recoup lost wages when an unanticipated medical incident occurs. Wyoming can create a Paid Family Medical Leave program that works for both workers and employers.



of Wyoming's workers are one medical crisis away from losing some level of income or potentially their job.

<sup>1</sup> (Child Opportunity Index 3.0-2023 Census Tract Data | diversitydatakids.org)diversitydatakids.org. (2024, March). Indicators of FMLA Eligibility and Affordability for Working Adults. Retrieved 3 December 2024, from Brandeis University, The Heller School, Institute for Child, Youth and Family Policy website [https://data.diversitydatakids.org/dataset?vocab\\_Subtopic=FMLA&\\_ga=2.14449139.551199344.1673292061-1693714331.1656615545](https://data.diversitydatakids.org/dataset?vocab_Subtopic=FMLA&_ga=2.14449139.551199344.1673292061-1693714331.1656615545); Workers are considered unable to take unpaid FMLA leave because they are either ineligible based on employer size or job tenure requirements, or because 12 weeks of lost wages from unpaid leave would result in their family income dropping to or below 200 percent of the Supplemental Poverty Measure.

<sup>2</sup> (Employee Benefits in the United States, March 2023 : U.S. Bureau of Labor Statistics) U.S. Bureau of Labor Statistics. (2023, September). National Compensation Survey: Employee Benefits in the United States, March 2023 (Excel tables). Retrieved 19 September 2024, from <https://www.bls.gov/ehs/publications/employee-benefits-in-the-united-states-march-2023.htm> (Percent of civilian workers who have access to paid family leave by Census division); U.S. Bureau of Labor Statistics. (2024, November). Current Population Survey: State Employment and Unemployment (Table 1. Civilian labor force and unemployment by state and selected area, seasonally adjusted). Data for October 2024, retrieved 3 December 2024, from <https://www.bls.gov/news.release/laus.t01.htm>

<sup>3</sup> [https://www.clasp.org/wp-content/uploads/2024/09/2024.10.07\\_Need-for-Paid-Leave-1.pdf](https://www.clasp.org/wp-content/uploads/2024/09/2024.10.07_Need-for-Paid-Leave-1.pdf)

<sup>4</sup> Maternal and Child Health Unit. (2025). Wyoming Maternal and Child Health Needs Assessment. Wyoming Department of Health, Cheyenne, Wyoming

<sup>5</sup> <https://www.alz.org/getmedia/b0f917ae-f033-4b3f-a19e-07857ab9665f/wyoming-alzheimers-facts-figures.pdf>

<sup>6</sup> S&P Global and AARP Employee Caregiver Survey 2023; S&P Global Market Intelligence.

<sup>7</sup> ©2024 S&P Global.

<sup>8</sup> CDC Wyoming Cancer Care Plan, [https://ftp.cdc.gov/pub/publications/cancer/ccc/wyoming\\_ccc\\_plan-508.pdf](https://ftp.cdc.gov/pub/publications/cancer/ccc/wyoming_ccc_plan-508.pdf)