

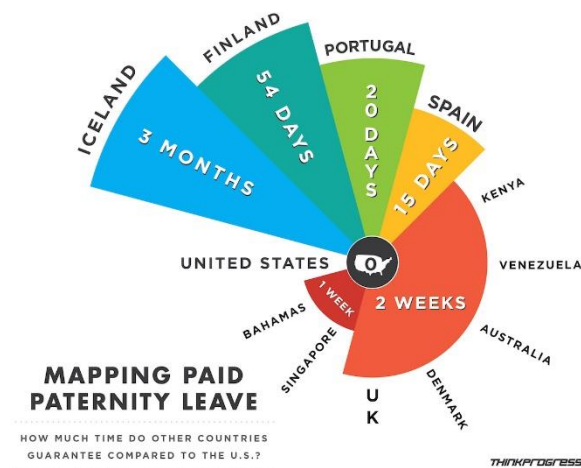
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Professor Johnston

Successful paid leave in America

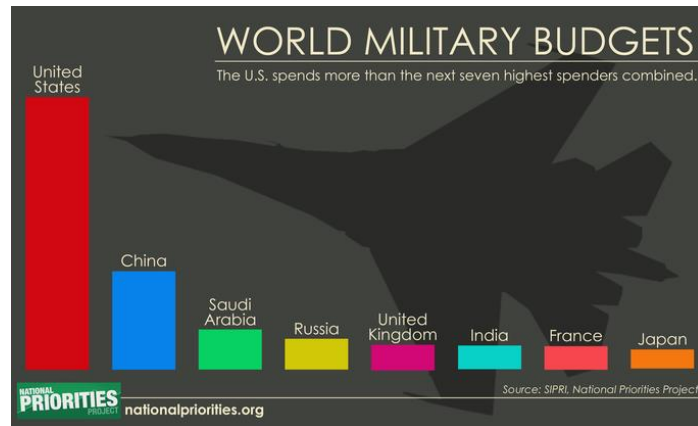
As mentioned before, this solution is regarding paid maternity and paternity leave. It is very apparent that delivering a child in the United States is very difficult for the parents both emotionally and physically. The mother goes through the one of the most painful if not the most painful event in her life; then proceeds in a heartbroken matter to show up to work the next day because many mothers across the land of the free are well aware that their employers are free to fire them if they fail to return to work instantly. It is rather nasty to know that parents are forced to leave their child, days old, unattended

because the government gives the employer the right to discharge these new parents if they don't return to work after two weeks. The whole world has found a way to fix this for their citizens while the pioneering United States have gone years without it. Much like

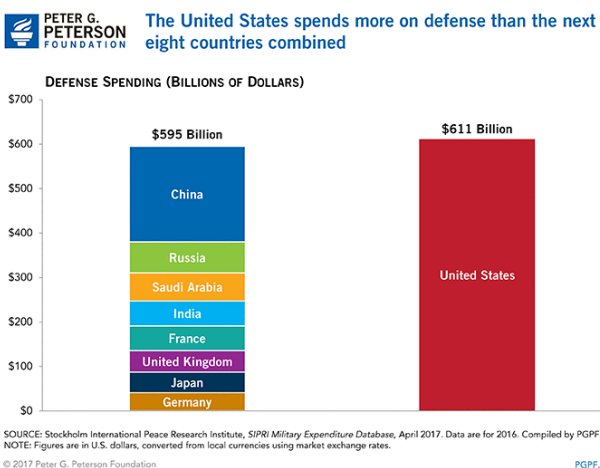


paid leave, there are many other programs that have been crudely ignored or overlooked simply by claiming such actions would have to include “raising taxes”. The saying is very common and is usually successful when scaring away simple protestors but the truth is to implement these programs, you won't have to raise taxes at all. It is rare to find someone shouting, “spend less on defense” without a band of republicans shouting back “you don't love this country”. The current

political mentality surrounds the concept of paying an astronomical amount of money for defense without wondering how it can be refined. Currently our defense budget is \$611 billion and it has done every little to bring benefits to our country's inhabitants. American has not changed their tactic of intimidation and brute force with their enemies. Every four years there are new elections and every four years



the same impractical and outrageous budget comes to light. Instead of creating new weapons it is much easier to create new allays; however, I am not writing to try and persuade you to change your war tactics, I write to you because the citizens of the United States are done being forced to use their vacation days and personal days as a “paid leave”. I bring us the budget for our national defense only to compare it to our national budget of maternity and paternity leave which is right now absolutely nothing. In scenarios like that once we are arguing about now, five billion dollars may seem like absolutely nothing but for a functioning system of paid leave, five billion is almost too much. A paid leave is not costly at all since most of the time your new parents receive



60% of their salary for a very limited time, yet the US has been afraid of this concept. As mentioned in my previous proposal, “United States alone spends more money on defense than china, Russia, Saudi Arabia, India, France, United Kingdom, Japan, and Germany combined! If the United States cut

their defense spending by half they would still be spending 100 billion more than the second country the spends the most on defense.” Now asking for a drastic cut in the national defense like that so instant is almost as crazy at the amount we already spend on defense; nevertheless, only sparing the budget 5 billion dollars can dramatically improve the lives of every American citizen without major setbacks.

What are the details to my plan?

My plan is to offer paid leave of 50 days to the family at a 50% salary with job security to a working American citizen if they have a baby. Since this has not been implemented in America, these relatively low numbers act more as a safety net that can be worked upon instead of creating a ticking fiscal bomb. The plan will offer a total of 50 days to the parents of the new born baby, meaning 25 days per parent. If for any reason one of the parents decide to go back to work early then the remaining days go to the second parent. Once a parent begins to work again, they cannot redeem their days back nor can they trade them in for a stipend of any sort. This means either both parents stay with their baby for 25 days or one parents can work while the other spends 50 days in the house. Any combination in between is also possible, ex: 21 days for dad and 29 days for mom, 40 days for dad and 10 days for mom etc.

How much would it cost?

The price always varies in any initial investments and future events may also alter the initial value to something higher or lower depending on the event. These calculations will be taken into consideration with the current rates of population and inflation. According to “worldometers”, as of right now there are total of 326,474,013 people in the United States of which 289.3 million are citizens. Keeping all constant that’s a citizenship rate of 88.6% and un

unemployment of 4.7%. So, we are dealing with 6,977,000 unemployed Americans leaving the government to deal with paying 50% of 318,497,013 salaries assuming everyone has a child this year; however, that is not necessarily true. As recorded by “New York Times”, in 2016, there was a total amount of 3,941,109 total babies born in the US which there can only be a maximum of 7,882,218 salaries that would have to be paid assuming no infidelity or rape was committed (in which did happen therefore there are less salaries to pay). “USA today” offered a graph of the average of incomes in 2014. The average married filing jointly family would have received \$16,136 in 50 days.

Married filing jointly	\$117,795
Married filing separately	\$64,819
Head of household	\$35,876
Widow/widower	\$57,577
Single	\$34,940

Now if on average a married filing jointly couple has a baby, it is only one total salary that has to be paid at 50%. So, in total, 2016 maternity and paternity leave for 100 days would have cost a maximum of

\$64,544,000,000. This is considering that the average family earns \$117,795 which is a ridiculous amount. In fact, the middle class would earn half of that. Now we are dealing with 32 billion. Then there are homeless people having babies which take off salaries from the total amount, along with unemployed parents that are expecting which includes both immigrant and nonimmigrant families. This will take you down to 20 billion. Now it’s time to consider that immigrant families have more kids than all American families. Many of the unemployed Americans are usually immigrants therefore removing almost half the cost since we have been working with a model that assumes there is one baby per family not to mention college parents, high school parents, and parents earning minimum wage radically lower the average needed for

the budget. Another lowering factor is the citizenship rate which leaves out around 12% of the parents in America. Twins, triples, quadruples, and quintuples also take away a stunning amount of money since the babies are born in the same time making our value of 10 billion go down to about 8 billion. The model I used was if the world was a perfect place but due to every individual case being so unique, the price of 64 billion is cut down to an area from 5 to 10 billion. And with the United States fertility rate hitting an all-time low, we are now dealing with the lower spectrum of 6 billion dollars.

Why should you pass this solution?

This program will not bring the instant benefits that any president would like to see. In fact the benefits you'll see now won't be as great as that of the ones in a generation or two from now. One of the counterarguments besides money would claim that paid leave would ruin business due to the employee not being there to work, however, many of these arguments don't talk about intern opportunities for a limited time. Moreover, companies are forced to give their employees vacations and personal days to make sure the worker won't stress out. In a time where a parent is trying to finish everything to leave work to see their newly-born child, stress in the employees is at an all-time high. This will result in sloppy performance and countless distractions from the employee's side. A paid leave of at least 25 days completely removes those factors. It has been proven that paid leave lowers symptoms like depression and anxiety in both parents. You don't need a psychology degree to see the obvious reasons why. It is absolutely cruel to strip extremely valuable time in the baby's development from the parents. This is a situation where both parents are introduced to one of the most life changing events and a paid leave helps parents reorganize their thoughts and make the necessary adjustments for the new member of the family. This also helps the mother recover from her labor, labor is one of the most

challenging physical states any woman can have and the recovery is vital to the mother's overall both physically and emotionally. Spending more time with the baby in its early stages means there is a better chance the baby will receive all the necessary vaccines which in turn lowers the infant mortality rate. Good parenting can also lead to less crime from future generations and smarter, more critical thinkers at a young age. Also, once both parents are recovered and emotionally balanced, there will be a noticeable increase in quality of work compared to that of a parent with no paid leave. This will also mean that their children will be better suited to become a high functioning member of society.

In conclusion for a very little sacrifice in our military budget, our business and citizens can flourish more easily. A paid leave is a monetary investment to try and obtain something that money can't buy, good parenting. Paid leaves can essentially boost our gdp and our quality in our labor due to having a strong basis for the children's education. Clearly you won't be able to reap the benefits nor will the next president or maybe even the one after them, but America will gain huge quality upgrades in life for its citizens. After all, your slogan is to make America great again, it time to start addressing what the people would like. Passing this proposed solution will give you credit for the basis our society would need to create a better country to live in.

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