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February 22, 2013, 7:50 pm [104 Comments](#)

Parental Leave: What Does Your Employer Offer?

By [TARA SIEGEL BERNARD](#)

May 21 | Updated with information from Disney, ExxonMobil and Fitch Ratings.

It's an astonishing fact, but the United States is the only country with an advanced economy that does not provide some sort of paid leave for new mothers.

This week's Your Money column takes a closer look at the dismal state of affairs concerning parental leave over all, as well as the patchwork of policies that are on the books (or not).

The Family and Medical Leave Act, which went into effect 20 years ago this month, provides some basic but invaluable protections: it requires larger employers and public agencies to provide up to 12 weeks of *unpaid* leave for the birth or adoption of a child (or to care for yourself, an opposite-sex spouse, parent or child who has fallen ill). But experts say that about 40 percent of employees are not eligible — and many of those who are simply cannot afford to take unpaid leave.

While consumer advocates and some lawmakers are drafting legislation that would create a paid federal family leave and medical leave insurance program, the current political tenor will make passage tricky. In the meantime, whether workers have access to paid leave largely depends on where and for whom they work.

So we've decided to begin a progress report that will highlight paid parental leave policies at American employers (similar to the way we keep track of companies that equalize the cost of health insurance for same-sex couples). We're starting with responses we received from some of the largest companies, which you'll find detailed below.

The chart is still a work in progress and will be updated. (Among the companies we're waiting to hear back from are Exxon Mobil, Wal-Mart, Chevron and Berkshire Hathaway.) So please tell us about your own employer's policy with the form below, or in the comment section. We would also love to hear your thoughts on the potential creation of a paid federal family and medical leave insurance program.

Employer	What is the organization's general policy for maternity leave?	What about paternity leave?	Adoption?	Do these policies apply to part-time workers?	Does this apply to same-sex couples?	How long has the policy been in place? Any plans to strengthen the policy?
ConocoPhillips	"Multiple U.S. policies to assist employees with time off to meet personal and family needs."	Awaiting more details.	Awaiting more details.	Awaiting more details.	Yes.	Current policy dates back to 2002. Programs are reviewed

	Asked company to clarify; waiting for more details.					annually.
Fannie Mae	Six weeks paid for a vaginal delivery or eight weeks for a C-section. In addition, after childbirth or adoption, 20 days of paid bonding leave for regular, full-time employees.	After childbirth or adoption, 20 days of paid bonding leave for regular, full-time employees.	20 days of paid bonding leave for regular, full-time employees.	Part-time employees who work at least 20 hours per week are eligible for maternity leave and bonding leave, on a pro-rated basis.	20 days of paid bonding leave for regular, full-time employees.	Longstanding policy.
Ford	Generally six to eight weeks (through company's disability leave policies), depending on medical recommendation of the employee's doctor.	Only unpaid leave through Family and Medical Leave Act and the company's dependent care policies.	Up to \$5,000 adoption assistance per child. Employee must use unpaid leave through Family and Medical Leave Act or the company's dependent care policies.	All of the leaves mentioned are available to eligible regular and part-time employees.	Yes.	More than 20 years.
General Electric	Paid parental leave gives an employee up to two weeks of paid leave within one year of a birth or adoption. G.E. also provides income replacement to women deemed disabled	Paid parental leave gives an employee up to two weeks of paid leave within one year of the birth or adoption to bond	Paid parental leave benefit for male and female salaried employees who have been with G.E. for at least a year and who	Paid parental leave benefit for male and female salaried employees who have been with G.E. for at least a year and who	Awaiting more details.	Parental leave policy was introduced on Jan. 1, 2012, and was retroactive to include births and adoptions occurring in 2011.

	because of pregnancy, childbirth or a related condition. Income replacement is provided through personal illness and salary continuance programs and/or short-term disability plans.	with and care for a child.	work at least 20 hours a week.	work at least 20 hours a week.		
General Motors	Expectant mothers covered under disability leave policies, which are typically six to eight weeks.	Only unpaid leave through Family and Medical Leave Act and the company's dependent care policies.	Offers \$5,000 in adoption assistance per child. But only unpaid leave through Family and Medical Leave Act and the company's dependent care policies.	Yes.	Yes.	The current policy has been in place for 20 years. G.M. regularly reviews policies and benchmarks against other major Fortune 50 companies.
Google	New mothers get 22 weeks of paid leave.	7 weeks.	7 weeks.	Awaiting more details.	Yes.	Maternity leave was increased in 2007 and introduced globally in 2012.
Hewlett-Packard	A combination of disability leave and new-parent leave: up to six weeks at full pay under short-term disability plan,	Employees are eligible for 10 days of paid new-parent leave any time within	Awaiting more details.	Yes, for workers who log at least 20 hours a week.	Yes, disability and new-parent leave benefits are available	Reviews all programs annually. Improved program this year, doubling new-parent

	with additional weeks at 70% of pay, and the option to make up the remaining 30% using vacation time. Employees are also eligible for 10 paid days of new-parent leave any time within six months after birth or adoption.	six months after the birth or adoption of a child.			following the birth or adoption of a child.	leave to 10 days.
ExxonMobil	Declined to provide specifics on its policy.					
Disney	Short-term illness benefits provide 100% pay for up to 12 weeks (or longer when coordinated with state disability insurance benefits where applicable). Then, the employee can use sick pay or vacation time that they have accrued to extend paid maternity leave beyond the FMLA 12-week period (16 weeks in California). For hourly employees, short-term	Employees can use available paid time off, including floating holidays, vacation and, in California, a portion of sick pay.	Employees can use available paid time off, including floating holidays, vacation and, in California, a portion of sick pay.	No	Yes	This is a longstanding policy.

	disability benefits provide 60% pay up to \$200 per week (or more if employee elects supplemental, contributory coverage) for up to 26 weeks.					
Fitch Ratings	Six to eight weeks of short-term disability at full pay after the birth (or longer if medically necessary).	Three paid days and unpaid leave through Family and Medical Leave Act.	Three paid days and unpaid leave through Family and Medical Leave Act.	May be eligible for state disability and/or unpaid leave through Family and Medical Leave Act.	Yes, if there is formal recognition of the union, such as a civil union.	Longstanding policy.
Chevron	Awaiting comment					

Maternity and Paternity Leave Policies

Your name and contact information will not be published or shared.

Name

First

Last

Place of employment *

Briefly describe your company's maternity and paternity leave policy.

May we contact you to follow up? *

☒ Yes

☐ No

Email

Phone Number

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