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Parental Leave: What Does Your Employer Offer?

By <u>TARA SIEGEL BERNARD</u>

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.

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

29/13		Parenta	Leave: what Do	oes tour Employ	er Otter? - INTI	imes.com
	Asked company to clarify; waiting for more details.					annually.
Fannie Mae	Six weeks paid for a vaginal	After childbirth	20 days of paid	Part-time employees		Longstanding policy.
	delivery or eight weeks for a C-	or adoption,	bonding leave for	who work at least 20	bonding leave for	
	section. In addition, after	20 days of paid	full-time	week are	regular, full-time	
	childbirth or adoption, 20 days of paid	bonding leave for regular,	employees.	eligible for maternity leave and	empioyees.	
	bonding leave for regular, full-	full-time employees.		bonding leave, on a		
Foul	time employees.		The to	pro-rated basis.	Vos	Mara than
Ford	Generally six to eight weeks (through	Only unpaid leave	Up to \$5,000 adoption	All of the leaves mentioned	Yes.	More than 20 years.
uc.	company's disability leave	through Family and	assistance per child.	are available to		
	policies), depending on medical	Medical Leave Act and the		eligible regular and		
	recommendation of the	The second second	leave	employees.		
	employee's doctor.	care policies.	Family and Medical Leave Act			
			or the company's dependent			
			care policies.			
General	Paid parental	Paid	Paid	Paid	Awaiting	Parental
Electric	leave gives an employee up to	parental leave gives	leave	parental leave	more details.	leave policy was
	two weeks of	an	benefit for			introduced
	paid leave within			male and		on Jan. 1,
	one year of a birth or	-	female salaried	female salaried		2012, and was
	adoption. G.E.			employees		was retroactive to
*	also provides	within one	-	who have	1	include births
	income	year of the		been with		and
			G.E. for at	The second second second second		adoptions
	women deemed disabled			least a year and who		occurring in 2011.

/29/13		Parental	Leave: What Do	es Your Employ	er Offer? - NYT	imes.com
	because of	with and	work at	work at		
	pregnancy,	care for a	least 20	least 20		
	childbirth or a	child.	hours a	hours a		
	related		week.	week.		
	condition.					
	Income					
	replacement is					
	provided					
	through personal					
	illness and salary	6				
	continuance					
	programs and/or	ļ				
	short-term					
	disability plans.				-	
General	Expectant	Only	Offers	Yes.	Yes.	The current
Motors	1 -		\$5,000 in			policy has
		_	adoption			been in place
	disability leave		assistance			for 20 years.
		Family and	per child.			G.M.
	are typically six		But only			regularly
		Leave Act	_			reviews
			leave			policies and
		company's				benchmarks
		dependent	_			against other
	İ	-	Medical			major
		NO. COLD DA	Leave Act			Fortune 50
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			company's			companies.
1			dependent			l i
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			policies.		80.00	
Google	New mothers	7 weeks.	7 weeks.	Awaiting	Yes.	Maternity
-	get 22 weeks of			more		leave was
	paid leave.			details.		increased in
						2007 and
						introduced
						globally in
						2012.
Hewlett-	A combination	Employees	Awaiting	Yes, for	Yes,	Reviews all
Packard	of disability	are eligible	more	workers	disability	programs
1	leave and new-	for 10	details.	who log at	and new-	annually.
	parent leave: up	days of		least 20	parent	Improved
	r -	paid new-		hours a	leave	program this
1	full pay under	parent		week.	benefits	year,
	short-term	leave any			are	doubling
	disability plan,	time within			available	new-parent
•		•	-	-	-	

with additional weeks at 70% of pay, and the birth or option to make up the remaining of a child. 30% using vacation time. Employees are also eligible for 110 paid days of new-parent leave any time within six months after birth or adoption. ExxonMobil Declined to provide specifics on its policy. Disney Short-term illness benefits provide 100% available pay for up to 12 paid time veeks (or longer when coordinated with state with state employee can use sick pay or vacation 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	/29/13		Parental	Leave. What Du	es rour cripioy	er Oller 7 - N T I	IIIOS.COIII
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	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	weeks of short- term disability at full pay after the birth (or longer if medically necessary).	days and unpaid leave through Family and Medical	and unpaid leave through Family and Medical Leave Act.	eligible for state disability and/or unpaid leave			1g
Chevron	Awaiting comment		-				
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Maternity and Paternity Leave Policies

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

First	Last			
Place of	f employment *			
Briefly (describe your company's mat	ernity and paternit	y leave policy.	
May we	contact you to follow up? *			
May we	contact you to follow up? *			
Yes	contact you to follow up? *			
	contact you to follow up? *			
Yes	contact you to follow up? *			
✓ Yes✓ No	contact you to follow up? *			
• Yes • No Email				
• Yes • No Email				
✓ Yes✓ No				

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