

The Right Fit: Leave Policies – Talking Points & Fact Sheet

Parental Leave

- Google’s attrition rate for postpartum women was twice that for other employees – but when Google lengthened maternity leave to five months from three, and changed it from partial pay to full pay, attrition decreased by 50 percent.¹
- Some high-profile companies show what’s possible in terms of paid parental leave (2019)²: *Share some of these facts, not as examples necessarily of what you expect from your firm, but as a high bar. In negotiations, it’s always beneficial to show a “shoot for the stars” option, making a reasonable “middle of the road” option seem much more acceptable.*
 - Citibank - 16 weeks (4 months) paid parental leave
 - Facebook - 16 weeks (4 months) paid parental leave. The company also offers reimbursement of baby supplies and daycare.
 - American Express - 20 weeks paid parental leave for all employees who have worked for the company at least one year.
 - Estee Lauder - 20 weeks paid parental leave
 - Netflix - Up to 52 weeks (a full year) paid. They call it an “Unlimited Plan.”
- A 2012 U.S. study of 3,350 mothers showed that less than eight weeks of paid maternity leave was linked to poorer health and increased depression.³
- A 2018 U.S. study of 3,850 mothers revealed that the duration of paid maternity leave significantly correlated to positive mother-child interactions, leading to secure attachment, empathy and later academic success⁴
- A 2016 Deloitte survey found 77% of employees said that whether a firm offered paid leave — and the length of it — had some bearing on where they chose to work.⁵

¹ https://www.nytimes.com/2012/08/23/technology/in-googles-inner-circle-a-falling-number-of-women.html?pagewanted=all&_r=2&sa=D&usg=AFQjCNGUH7N6eZFYvga4JwdiQrrdEQgQNg

² <https://www.businessinsider.com/best-parental-leave-policies-from-large-us-companies-2019-6#facebook-has-a-16-week-policy-2>

³ <https://www.ucsf.edu/news/2020/03/416831/national-paid-maternity-leave-makes-sense-mothers-babies-and-maybe-economy>

⁴ <https://www.ucsf.edu/news/2020/03/416831/national-paid-maternity-leave-makes-sense-mothers-babies-and-maybe-economy>

⁵ <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/about-deloitte/us-about-deloitte-paternal-leave-survey.pdf>

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Elder Care

- It's likely that company leadership underestimates the number of staff that are committed to some level of unpaid care.
 - According to a 2019 AARP study, there are about 41 million family caregivers in the country, providing \$34 billion worth of unpaid care.⁶
 - A report from Harvard Business School, based on the results of their "Survey of U.S. Employers on Caregiving" found that "nearly three out of four people who provided care to an adult either worked or had worked at the same time; two-thirds of caregivers were forced to make adjustments to their work-life balance, which ranged from minor inconveniences, such as tardiness, to leaving the workforce altogether; and one-fifth of caregivers had elected to take a voluntary leave of absence at some juncture."⁷

Helpful Resources

- **PL+US (Paid Leave for the United States)** is a not-for-profit organization committed to gaining paid family and medical leave to all employees across the U.S. The organization's website offers additional guidance and resources for developing a pitch on family leave to your leadership, as well as a tool for estimating the cost of a family leave program for your company. <https://paidleave.us/>
- National Conference of State Legislatures - Family Medical Leave - This webpage provides an easy-to-navigate map of the U.S. and the associated leave policies associated with each state. <https://www.ncsl.org/research/labor-and-employment/state-family-and-medical-leave-laws.aspx>
- Why Paid Family Leave is Good Business, The Boston Consulting Group <http://media-publications.bcg.com/BCG-Why-Paid-Family-Leave-Is-Good-Business-Feb-2017.pdf>

⁶ <https://www.aarp.org/ppi/info-2015/valuing-the-invaluable-2015-update.html?intcmp=AE-CAR-LEG-IL>

⁷ https://www.hbs.edu/managing-the-future-of-work/Documents/The_Caring_Company.pdf