

The Right Fit: Leave Policies – Large Firm Policy Examples

Large Company (250+ employees) Policy Examples

Good Example

Provider: AECOM

Length of Paid Leave: 2-10 weeks

Details: All new parents are eligible to receive up to two weeks of parental leave at 100% of their base pay. Birthing mothers may receive up to eight additional weeks (for a total of up to 10 weeks) of pregnancy leave at 100% of their base pay, concurrent with short-term disability benefits. You must take the paid parental leave within 12 months of your new child event. You may use your PTO to extend your time off and/or supplement your pay during FMLA.

Eligibility: Full-time and (benefits eligible) part-time employees with a “new child event”

Better Example

Provider: Deloitte

Length of Paid Leave: 16 weeks

Details: Deloitte’s paid family leave program gives our eligible professionals up to 16 weeks of paid leave, which can be used for happy occasions—to bond with family after the arrival of a child—or for challenging ones, like the illness or incapacity of a spouse, partner, sibling, parent, or grandparent. It’s gender-neutral—fathers, sons, husbands, and brothers can take the leave, relieving some of the often seen cultural pressure on women to be the default caregiver. And it’s flexible. The time can be taken all at once or in increments as the need requires.¹

Eligibility: Unknown

Best Example

Provider: Netflix

Length of Paid Leave: Up to 52 weeks (1 year)

Details: Birth and adoptive parents of any gender, can take up to a year off at full pay following the birth or adoption of their child.

Eligibility: Full- and part-time employees; mothers and fathers

¹ <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/inclusion-family-leave-well-being-parental-caregiver.html>