

HR and Paid Parental Leave



**Only 13% of U.S. employees have access
to paid maternity leave benefits.**

**1 in 4 American mothers have to return
to work after just 2 weeks of leave.**



My journey

~~PROMOTION~~

Maternity Leave



2

Be the example.



3

Create a community that supports leave — for both parents — before, during and after birth

A 2014 survey of 25,000 Harvard Business School graduates aged 31-67 showed that only 28% of Gen X women and 44% of Baby Boomers had taken a break of more than six months to care for children.

...only 2% of men in both age groups had taken paternity leave.

New fathers get less sleep than new mothers: less than 6 hours per day on average.



4

Both primary and secondary caregivers should be covered equally in leave policies.



Google: 50% greater retention in women employees when it increased paid maternity leave from 12 weeks to 18 weeks in 2007.



5

Make the leave long enough that your company and your employee gets the ROI.

Example Salary:	\$ 100,000.00
Cost of replacing an Individual Contributor:	32.5%
Cost to company:	\$ 32,500.00

MATERNITY LEAVE

Weekly Salary for 16 Weeks	\$ 1,923.08	x	16	=	\$ 30,769.23	
SDI for 6 Weeks = ~55% of Salary	\$ 1,250.00	x	5	=	\$ (6,250.00)	* 1 Week Waiting Period
STD for 6 Weeks = ~10% of Salary	\$ 192.31	x	5	=	\$ (961.54)	* 1 Week Waiting Period
PFL for 6 Weeks = ~55% of Salary	\$ 1,057.69	x	6	=	\$ (6,346.15)	
Cost to Company					\$ 17,211.54	
Savings to Company over replacing employee:					\$ 15,288.46	

PATERNITY LEAVE

Weekly Salary for 16 Weeks	\$ 1,923.08	x	16	=	\$ 30,769.23	
PFL for 6 Weeks = ~55% of Salary	\$ 1,057.69	x	5	=	\$ (5,288.46)	* 1 Week Waiting Period
Cost to Company					\$ 25,480.77	
Savings to Company over replacing employee:					\$ 7,019.23	

*Savings can be used to pay for temporary replacement for employee on leave.

89% of California business owners surveyed reported either positive or no negative effects on productivity, turnover or morale



6

Take the lead in keeping new parents connected, on their terms, to the work community.



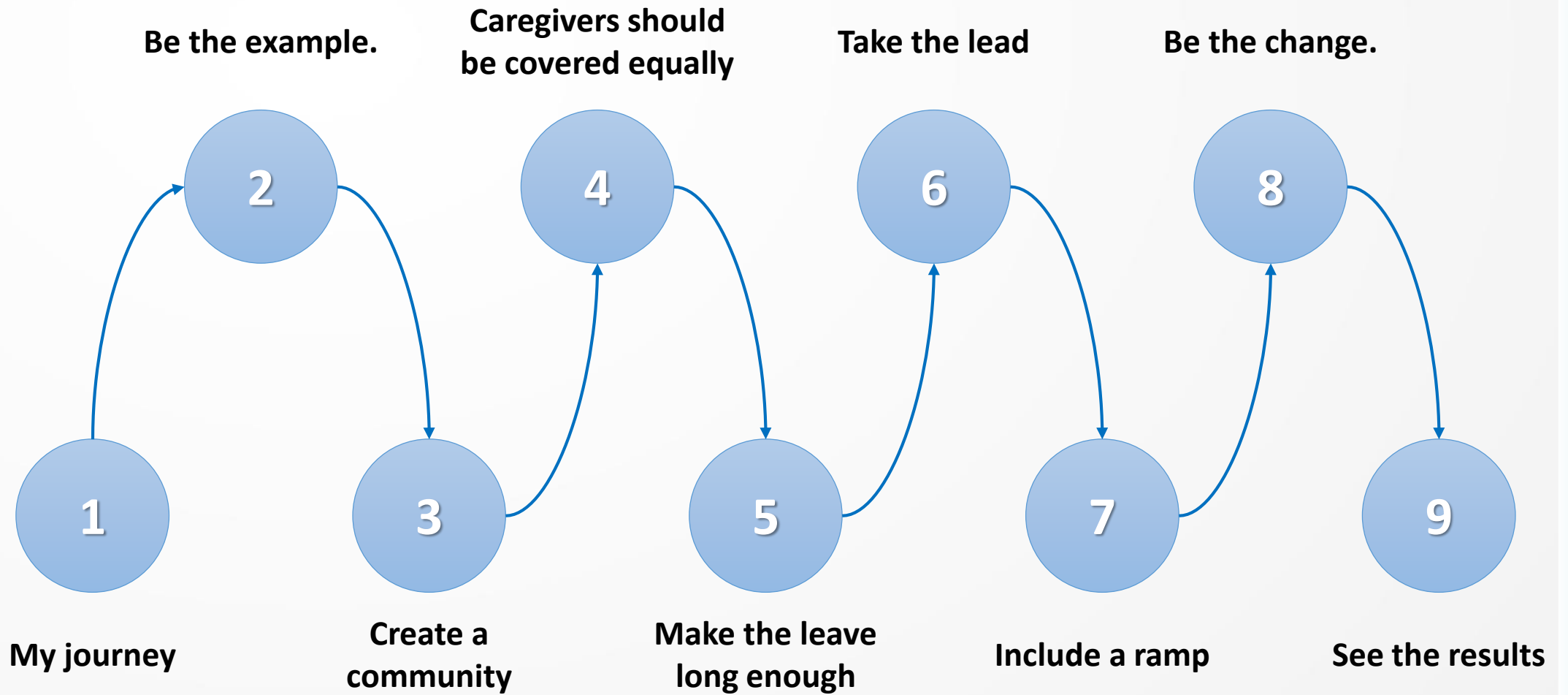
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Include in your parental leave policy a ramp back to work.

Women who take paid leave are 93% more likely to return to work within a year postpartum than those who don't.



Be the change.



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