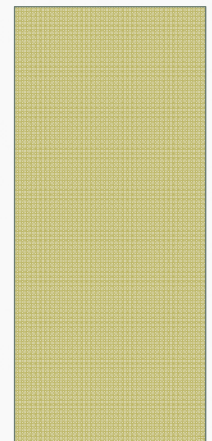


# MATERNITY/PATERNITY POLICY



# BACKGROUND

- Initial meeting to discuss on-site day care
- Committee was formed to discuss policy
- Employee survey was completed
- Sub-Committee formed to draft policy



# SURVEY RESULTS

- 33% of respondents had a baby in past 5 years
- 62% of respondents had a baby in past 10 years
- 57% of respondents took
- six weeks or less of leave



# SURVEY RESULTS

- 45% of respondents were not satisfied with the amount of leave they took
- 50% of respondents said they didn't have enough leave time to take the amount they wanted
- 68% of respondents said they don't have enough leave to take the desired amount of time for a future planned pregnancy.

# WHY PAID PARENTAL LEAVE?

- Parents are...
  - 39% less likely to need public assistance
  - 93% more likely to be at their jobs 9-12 months later
- Babies are...
  - 14% more likely to be breastfed and for 5.3 more weeks
  - More likely to be immunized

The United States is the only developed economy that does not offer some form of paid parental leave.



# THE PROPOSAL

- An additional 4 weeks (160 hours) of paid sick leave for the first four weeks following the birth or placement of a child. Maternity/Paternity Leave and FMLA leave will run concurrently.
- The ability to request shared sick leave in accordance with Gaston County policy.
- Five (5) additional days (40 hours) of sick leave upon return to work.
- When both parents are employed by Gaston County, they are allowed 12 weeks each of FMLA.

# OTHER CONSIDERATIONS

- At the time of implementation there will be:
  - A twelve week look back for the 4 weeks of leave
  - A one year look back for the additional 5 days of leave



# THE NUMBERS

- An average of 33 babies are born to employees or their Spouses each year according To claims data.

(That does not include Placements of adoption or foster care, or employees not covered by our health Plan.)



- Based on this estimate the approximate cost in sick leave would be \$140,000 per year.