



Paid Parental Leave

**Presented to the
Board of County Commissioners**

Multnomah County
October 8, 2015

Agenda

- Reasons for Paid Parental Leave
- Health in All Policies
- Comparators
- Parental Leave at Multnomah County
- Paid Parental Leave Overview
- A Parent's Story
- Questions
- Reading of the Resolution



Reasons for Paid Parental Leave

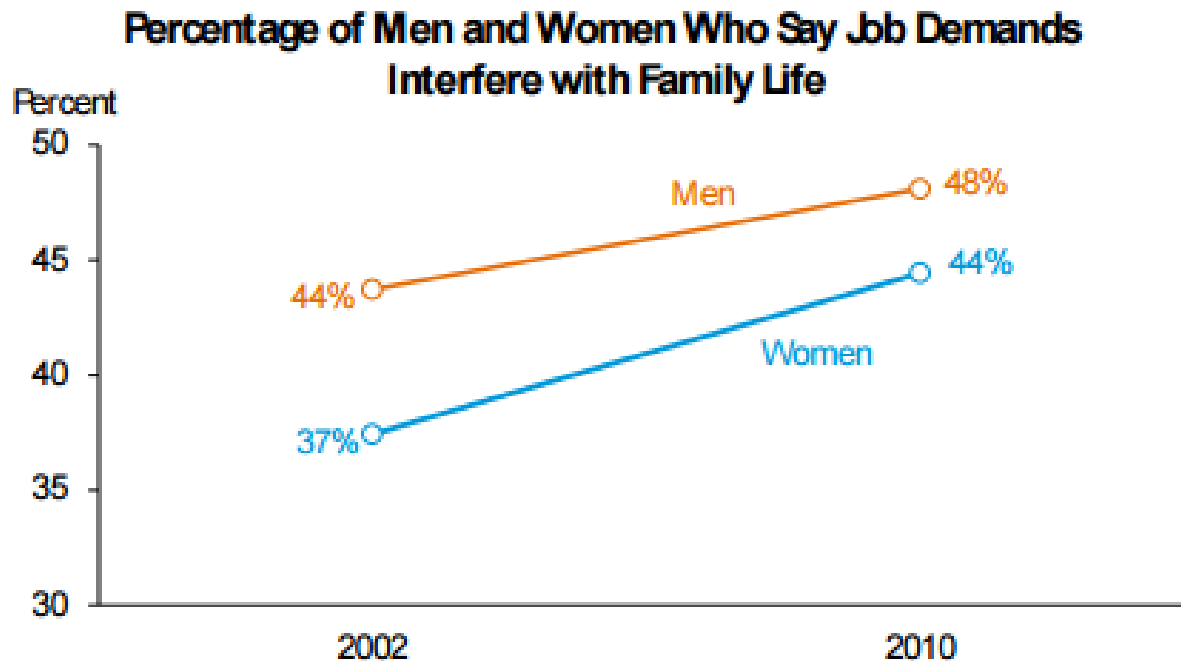
Adjusting to New Family Situation

Families need the time and space to adjust to a 'new normal' following the birth of a child, adoption, or foster care placement.



Reasons for Paid Parental Leave

Balancing Personal and Professional Obligations



Note: Full-time, non-self-employed General Social Survey respondents who job demands interfere with family life "sometimes" or often".

Source: General Social Survey.



Reasons for Paid Parental Leave

Balancing Personal and Professional Obligations

A majority of college educated Millennial men place family above career in terms of their personal priorities.

The number of stay at home dads reached two million in 2012.

Sources: Bentley University Center for Women and Business (2012), Pew Social Trends (2014)



Reasons for Paid Parental Leave

Base Salary Continuation

Access to unpaid leave does not equate to the ability to actually take leave; this is especially true among lower income workers and a family's primary breadwinners.



Reasons for Paid Parental Leave

Equity

“Gaps in access to leave and barriers to use it reflect and can amplify underlying workplace inequality. Workers with lower incomes are least able to afford to take unpaid leave, but they are also the least likely to have access to paid leave.”

The Cost of Doing Nothing; The Price We All Pay Without Paid Leave Policies to Support America's 21st Century Working Families, US Department of Labor, September 4, 2015



Reasons for Paid Parental Leave

Equity

“There are large disparities in access to paid leave across groups, with access to paid leave being particularly low among Hispanics, less educated workers, and low wage workers. Taking into account this “benefits gap,” inequality in total compensation between more and less advantaged groups is even greater than inequality in income alone.”

The Economics of Paid and Unpaid Leave, Council of Economic Advisers, June 2014



Reasons for Paid Parental Leave

Recruitment and Retention

- The median cost of replacing an employee is roughly 21% of their annual salary
- In a survey of two hundred human resource managers, two-thirds cited family-supportive policies as the single most important factor in attracting and retaining employees

source: Unbending Gender: Why Work and Family Conflict and What to Do About It.
Oxford University Press, Williams (2001)



Health in All Policies

Benefits of Paid Parental Leave

- Increases racial equity, leveling the playing field for families of color.
- Linked to lower rates of infant mortality for infants and children under 5.
- Increases breastfeeding initiation and maintenance.
- Mothers have increased well-being, lower rates of depression and stress.



Health in All Policies

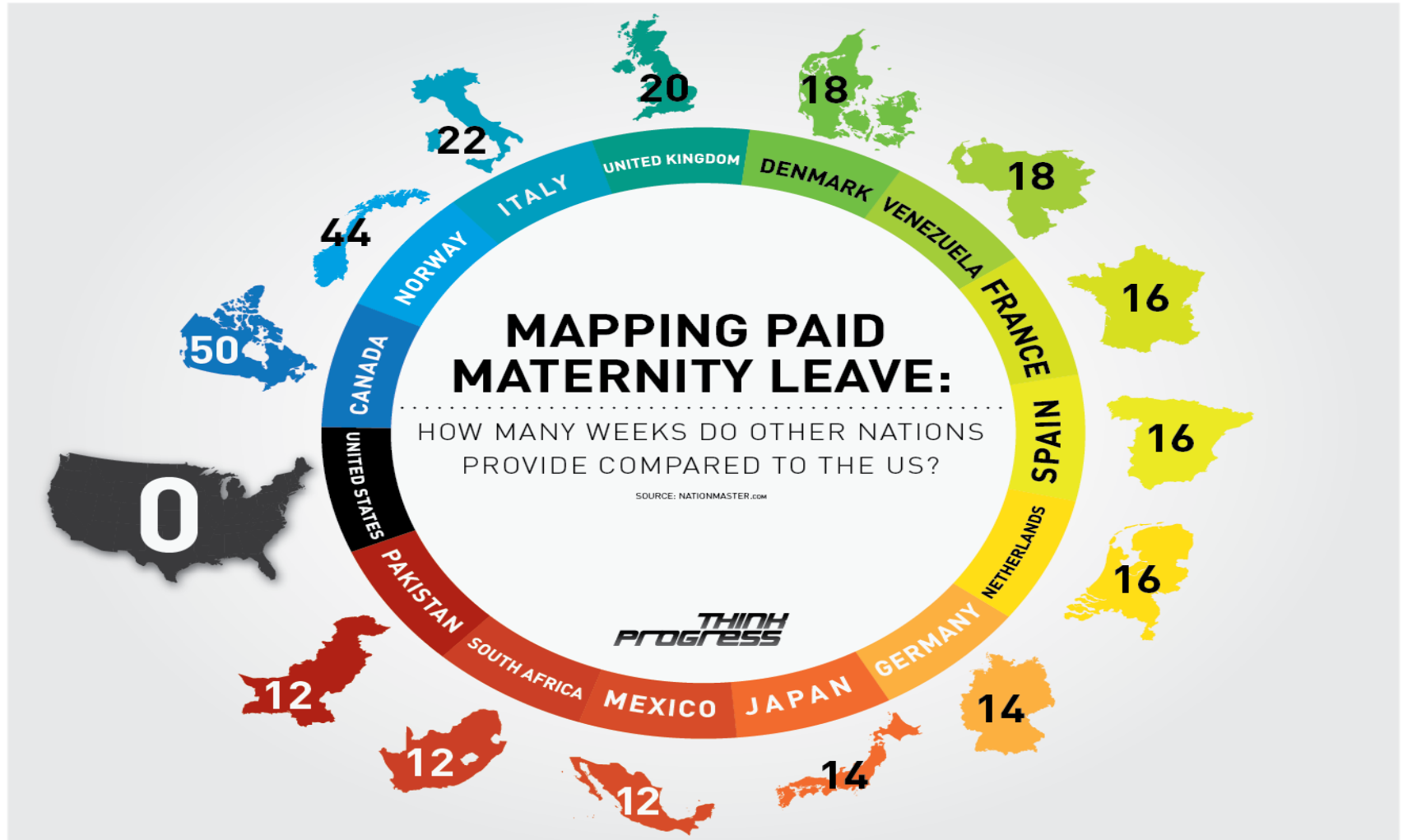
Benefits of Paid Parental Leave

- Fathers are more likely to take an active role in child rearing.
- Children more likely to receive well-baby checkups and vaccinations in the first years of life.
- Children with special health care needs and parents are supported to have improved physical and emotional health.



Comparators

Industrialized Nations





Comparators

Regional Public Jurisdictions

City of Seattle
Washington
4 weeks

Multnomah County
Oregon
6 weeks

King County
Washington
12 weeks*

City/County of
San Francisco
California
12 Weeks

* Commencing January 2016





Comparators

Private Companies in the Region

Microsoft
4 weeks

Intel
8 weeks

Nike
12 weeks

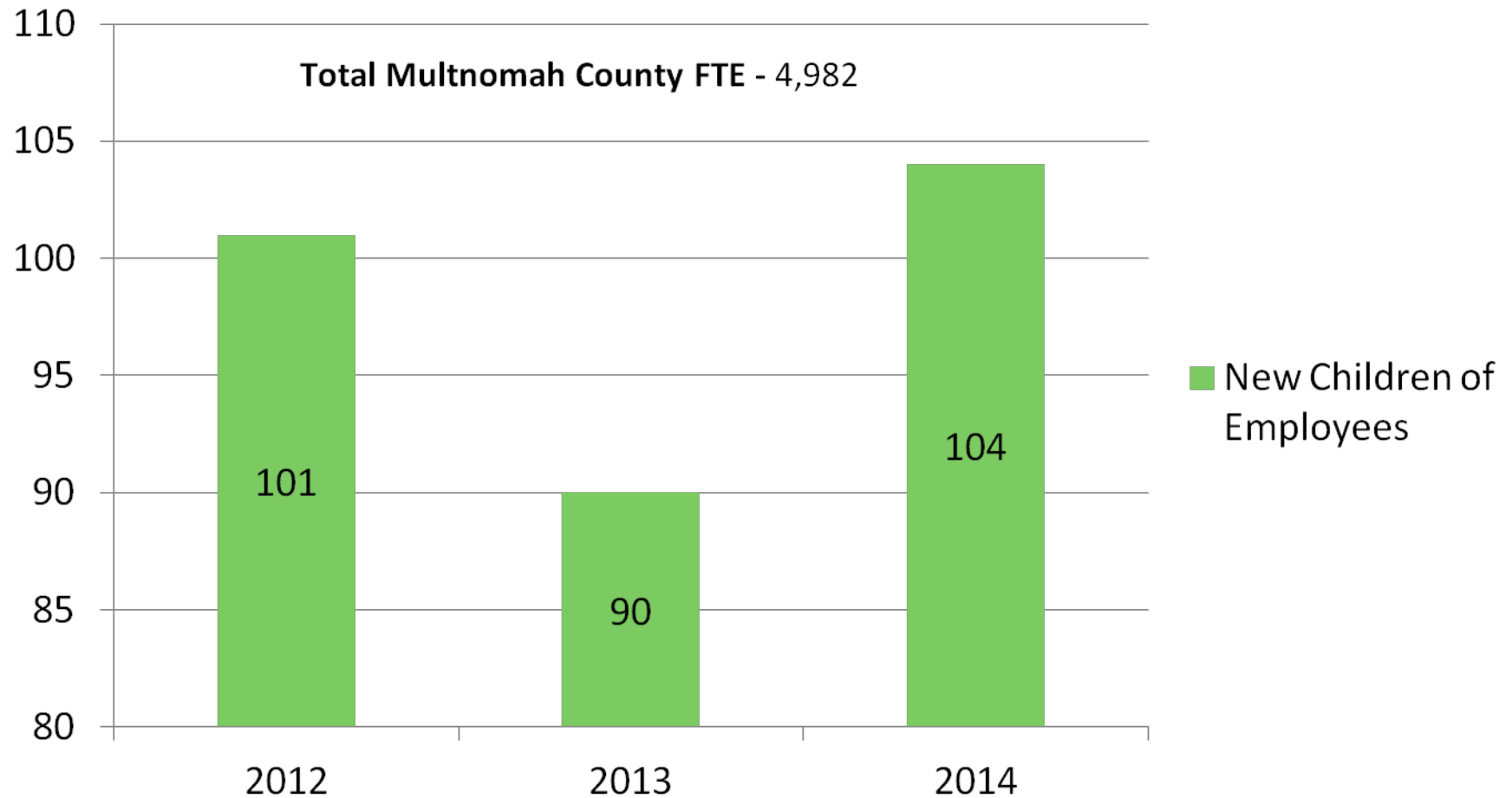
Laughing Planet
12 Weeks





Parental Leave at Multnomah County

New Children of Employees

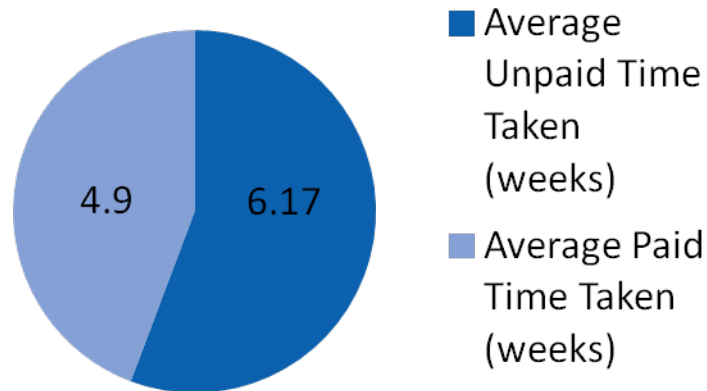




Parental Leave at Multnomah County

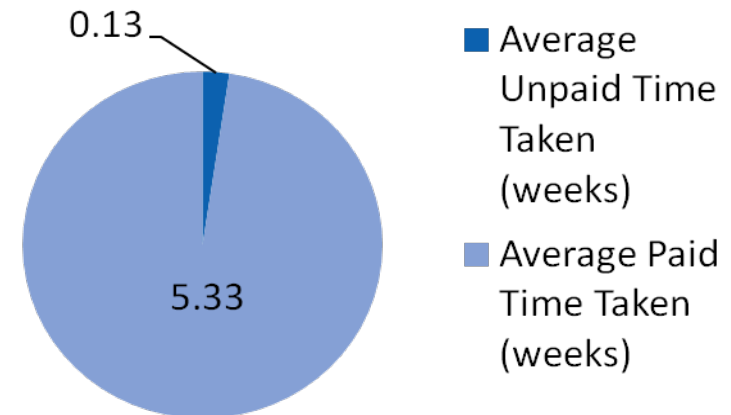
Mothers

Average Annual FMLA/OFLA
Leave Utilization for FY13-14



Fathers

Average Annual FMLA/OFLA
Leave Utilization for FY13-14



Paid Parental Leave Overview

- Employees will receive up to 6 weeks of paid parental leave.
- For the birth (including post-pregnancy disability) adoption, and foster care placement of a child.
- Regular, probationary, and limited duration employees are eligible.



Paid Parental Leave Overview

- Worked at least 180 days for the County.
- Both parents are eligible for the leave if they are County employees.
- Must be used within twelve (12) months following the birth, adoption or foster care placement of a child.



A Parent's Story

Emilie Schulhoff

Family Advocates of Multco - Co-Chair



Questions

