

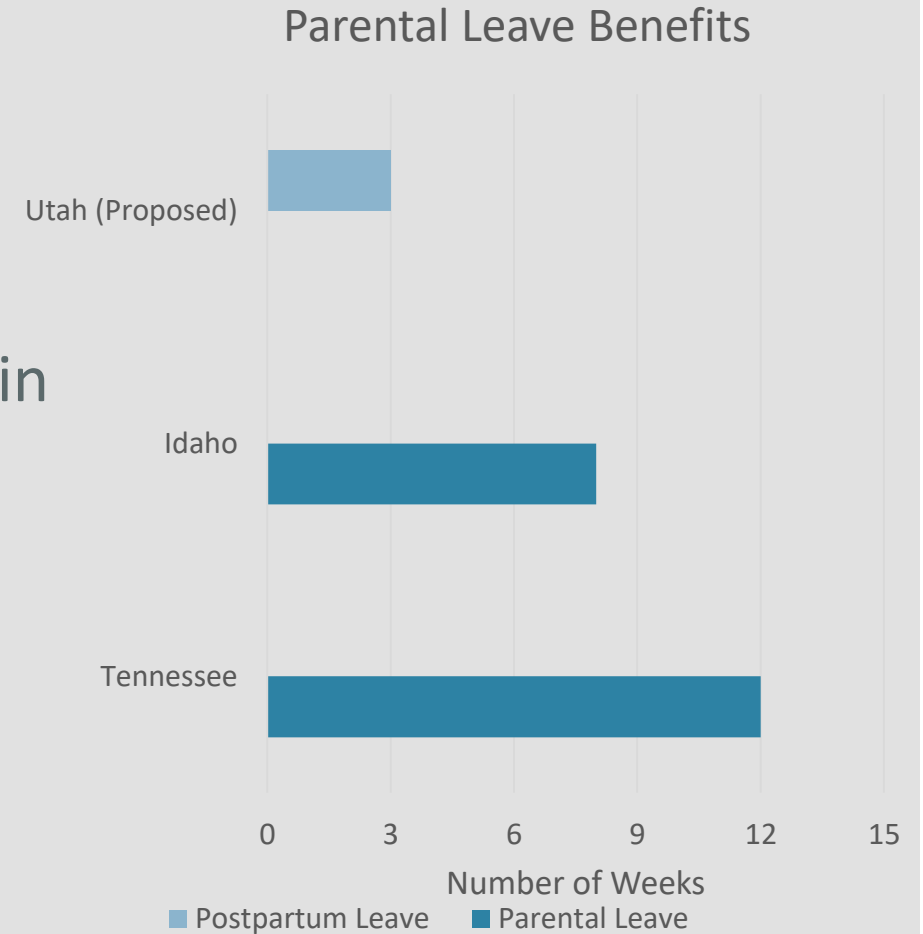
A photograph of a family of four. A man and a woman are smiling and looking down at a baby they are holding together. A young child is sitting next to them, also smiling. The scene is set indoors, likely in a living room, with soft lighting. The image is overlaid with a semi-transparent grey rectangle containing text.

PAID FAMILY LEAVE: A STATE OF UTAH EMPLOYEE POLICY

SB 207 1st Sub. – Senator Weiler

Parental Leave At-A-Glance

- Paid Parental Leave leads to greater recruitment and retention rates in the workforce
- Paid Parental Leave decrease the odds that families will need government assistance within the first year after birth
- States that have implemented paid parental leave benefits for state employees include ID, TN, NM, KS, VA, MO, IN, DE, OH, and MD.
- Some of Utah's largest employers (public and private) are providing paid parental leave to employees



Current Benefit Available to State Workers

- Family Medical Leave Act (FMLA)
 - Unpaid, job protection for up to 12 weeks
 - Birth or adoption of child, health concerns
 - Eligible employers > 50 employees
 - Eligible employees > 1 year employment (1,250 hours)
 - Implemented since 1993
 - Covers roughly 60% of American Workers (less than 1/5 new moms)

In FY 2018, 479 State of Utah Employees, Age 18 – 40 (average childbearing years) utilized FMLA. Of the 479, 322 of those instances were taken by female employees and 159 were taken by male employees.

Why Paid Family Leave?



INCREASES BIRTH WEIGHT



INCREASES NEWBORN
ENGAGEMENT AND BONDING



PROLONGS LENGTH OF
BREASTFEEDING



INCREASE WORKPLACE HEALTH
ALLOW PARENTS USE SICK LEAVE



INCREASES LIKELIHOOD OF
VACCINATION



INCREASE LIKELIHOOD MOTHER
WILL RETURN TO WORK



DECREASE POSTPARTUM
DEPRESSION RATES FOR MOTHER



RECRUITMENT AND RETENTION



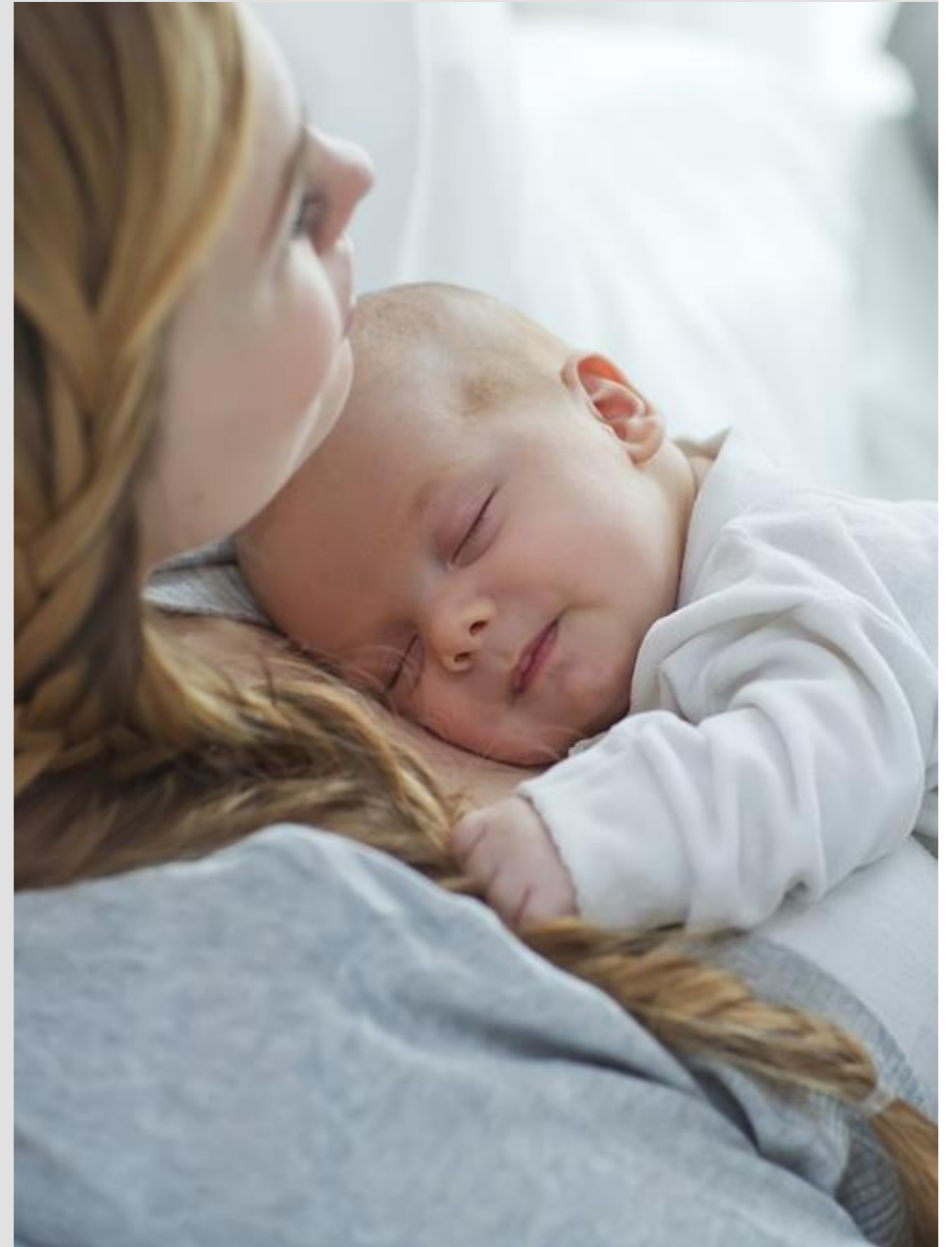
DECREASES INFANT MORTALITY
RATES



REDUCE FINANCIAL BURDEN OF
UNPAID LEAVE

The Benefit of SB207 1st Sub.

- 120 hours (3 weeks) in additional leave available to birth mothers as postpartum recovery leave
- Parental and postpartum leave may run concurrently with, but not in addition to Family Medical Leave Act (FMLA)
- Benefitted state employees will be eligible for postpartum leave at 100% wage
- Does not extend to higher education entities, school districts, or the private sector



QUESTIONS?
