

SB 207 (1st Sub) – PAID LEAVE AMENDMENTS (WEILER)

WHY PAID MATERNITY LEAVE?

- Requiring employees to use their accrued sick and annual leave for the birth of a child may often lead to instances of leave without pay when younger/less-tenured employees do not have enough leave saved. Exhausting all sick and annual leave for birth provides no leave for when a woman returns to employment and has medical needs.
- Maternity leave provides mothers time to physically and mentally heal, bond with the child, establish parental duties, increases health outcomes of herself and the child, increases gender equity, and provides financial stability.
- With one of the lowest unemployment rates in the nation, a declining fertility rate, and a competitive job growth rate, providing an additional benefit to state employees is a family-friendly policy that invests in the state workforce, keeping the state competitive in recruitment and stable in retention

PROPOSED BENEFIT

- 120 hours (3 weeks) in maternity leave available to birth mothers as postpartum recovery leave
- Postpartum recovery 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
- \$507,000 million GF/EF fiscal impact to agencies (recommended in Governor's Budget)
- Does not extend to independent entities, higher education entities, school districts, or the private sector
- An estimated 200 state employees is anticipated to use the leave

PAID PARENTAL LEAVE QUICK FACTS



Research has shown that parental leave benefits increase retention and recruitment of employees, lead to healthier outcomes for the mother and child, lead to greater sharing of parenting duties between spouses, and decrease the likelihood that families will need government assistance within the first year after birth.



The United States is the only economically developed country that does not mandate a paid parental leave policy. Countries' policies vary by length, type of leave (maternity/paternity/parental), and wage replacement.



Currently, U.S. workers have 12 weeks of unpaid job-protected leave for the birth of a child through the Family Medical Leave Act of 1993. Many states have implemented paid parental leave benefits for state employees, including: ID, TN, NM, KS, VA, MO, IN, DE, OH, and MD.



In the state of Utah, various public institutions have implemented paid parental leave policies including the University of Utah, Utah Valley University, Salt Lake City, Salt Lake County, and others. Some of Utah's largest private employers have also implemented a PFL policy including the LDS Church, Zions Bank, Goldman Sachs, Northrop Grumman, and others to name a few.



State of Utah employees receive 4 hours annual and 4 hours sick leave per pay period in addition to 11 holidays and other leave. State employees currently use their sick and annual leave to offset unpaid leave for the birth or adoption of a child.