



Caregiver/Parental Leave

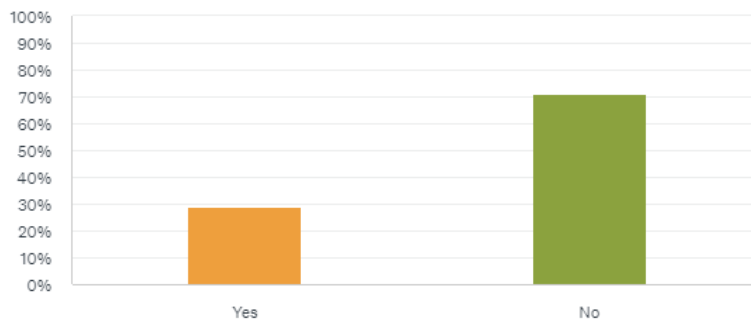
November 14th, 2023

Total Participants: 110 participants in Missouri, Illinois, Florida and Indiana Areas

For purposes of this survey, we are defining caregiver or parental leave as:

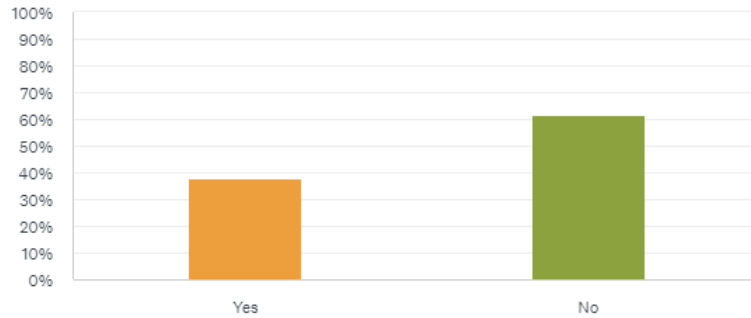
Eligible team members who are not the birthing parent or are the secondary caregiver are eligible for one (1) week (maximum of 40 hours) of paid leave ("parental leave") which may be taken at the birth or placement of the child and may be taken consecutively or in four (4) or eight (8) hour increments during the first six (6) months following the birth or placement of a child. Parental leave may be taken only for care and well-being needs of the newborn or adopted child; for example, bonding at birth or adoption, child's sickness, child's doctor appointments, absence of babysitting/daycare, etc.

1. Does your organization offer such a leave for the secondary caregiver that is in addition to the PTO policy?



Answer Choices		Responses	
Yes		29.09%	32
No		70.91%	78
		Answered	110
		Skipped	0

2. If so, is this a paid leave?



Answer Choices	Responses	
Yes	38.16%	29
No	61.84%	47
Answered		76
Skipped		34

3. If so, what is the length of the leave?

- Personal leave can be 30 days
- 320 hours
- 4 weeks for non-birthing parent and 1 week for grandparent
- 2 weeks full pay
- 2 weeks
- 2 weeks
- 8 weeks
- 80 hours
- up to four weeks
- six weeks
- 2 weeks
- Falls under FMLA
- 2 weeks
- Six weeks, fully paid.
- 12 weeks unpaid
- 2 weeks of paid time off. Can be taken consecutively or intermittently within the first year (12-months) of the birth or adoption.
- 2 weeks
- We follow FMLA, but no additional payments are provided. Accruals must be used.
- 1 week
- only FMLA - not paid
- 3 weeks

- 1 week
- 4 weeks
- 2 weeks
- 4 weeks
- 2 weeks
- 8 weeks
- FMLA standards
- 10 days
- Align w/ FMLA or standard PTO policy.
- 40 hours
- 2 weeks
- 5 days
- 80 hours (2 weeks)
- 4 weeks
- FMLA 12 weeks

Let us know the HR questions you would like surveyed by emailing your question to solutions.team@aaimea.org. It is a great way to benchmark your company with other area companies!