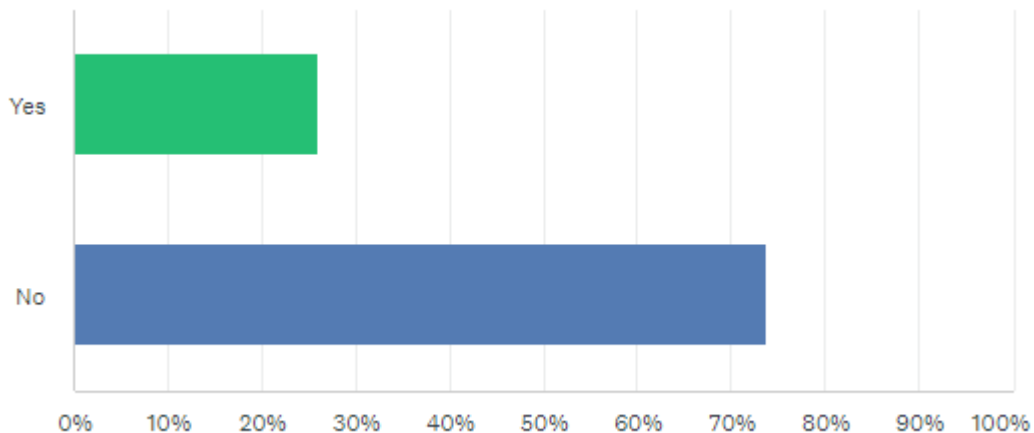




Maternity and Paternity Leave June 27th 2022

Total Participants: 134 participants in Missouri, Illinois, and Indiana Areas

1. Do you pay Maternity leave in addition to Short Term Disability?



Answer Choices	Responses	
Yes	26.12%	35
No	73.88%	99
	Answered	134
	Skipped	0

2. How many weeks pay is provided under your maternity leave policy?

Answer Choices	Responses
1	2
1 until STD	3
2	3
4	1
6	8
8	3
12	4
Other:	8

- 2 weeks of pay in addition to their maternity leave where they receive STD.
- Depending on years of service.
- Employees can use accrued paid time.
- First 10 days.
- 60 % up to \$1,500 weekly salary for 6 weeks + 5 extra paid days off after 1 year tenure.
- Employees are able to use earned sick time up to 480 hours.
- Primary – 4 weeks, Non-primary – 2 weeks.
- Extended Medical Bank for employee use, earn as they work, eligible to take.

3. What percentage of an employee’s pay is provided for maternity leave?

Answers	Responses
100	22
80	1
70	1
67	1
60	4
50	1

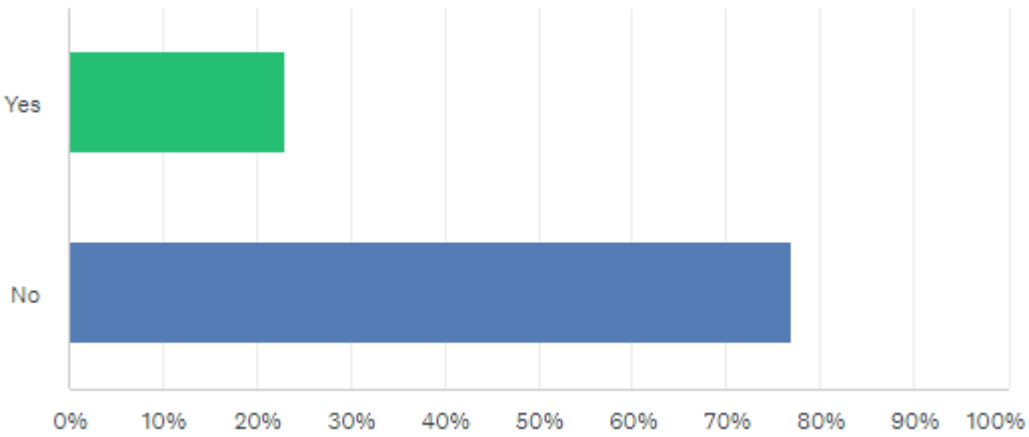
4. Are there any variation or tiers to your maternity policy?

Answers	Responses
No	21
Other:	9

- No tiers. Looking to change to one month (4 weeks) of paid paternal leave to cover gap between STD and return to work (typical is 3 months before RTW).
- Must be employed for 1 year, but the policy then applies equally to all employees.
- Yes, employees may use PTO to cover replacement of wages.
- Yes, years of service.
- Potentially, it all depends on how many hours of paid time off they have accrued.

- Only paid for maternity leave based on the availability of PTO.
- Employee must be a full-time, benefitted position and must have been employed here for a minimum of one year.
- 10 days paid maternity and paternity leave.
- Must be an employee 12 months prior to maternity leave to receive this benefit. If not, short-term disability will be the only payment received.
- Yes, primary caregivers receive 4 weeks, non-primary receive 2 weeks, and when primary caregivers come back to work for the first 2 weeks they are allowed to work 80% and get paid for 100%.

5. Do you pay Paternity leave in addition to Short Term Disability?



Answer Choices	Responses	
Yes	23.08%	30
No	76.92%	100
Answered		130
Skipped		4

6. How many weeks pay is provided under your paternity leave policy?

Answer Choices	Responses
1	8
2	13
4	1
6	1
8	1
12	2

Other:

- Employees can use accrued paid time off.
- 10 days of paid paternity leave.
- Employees receive 5 extra paid days off.
- 3 days of paid paternity leave is provided.
- Currently two weeks but increasing to six weeks this year.

7. What percentage of an employee's pay is provided for paternity leave?

Answers	Responses
100	27
70	1
60	2

8. Are there any variation or tiers to your maternity policy?

Answers	Responses
No	18
Other:	5

- Yes, primary caregivers receive 4 weeks, non-primary receive 2 weeks, and when primary caregivers come back to work for the first 2 weeks they are allowed to work 80% and get paid for 100%.
- Have to have accumulated sick leave days to be paid.
- Potentially, it all depends on how many hours of paid time off they have accrued.
- Must be employed for 1 year and then the leave applies equally to all employees.
- After the 1 week of paternal leave, employees can have a flexible schedule of WFH.

Please see document attached for the answers to the remaining questions.

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!