

Parental Leave Recommendations

Presented to the NC State Faculty Senate by
NC State's Council on the Status of Women

November 6, 2018

Agenda

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3. Current policies
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Who We Are

Council on the Status of Women (CSW)

at NC State University

Charged with advising the Provost on matters related to the professional development and support of all NC State women on and off campus, including faculty, staff and students.

Who are we.... and what brings us here?

- **Lisa LaBarbera-Mascote** - Director, Women's Center
- **Jonathan Champ** - Lead PHP Developer / Information Architect, Distance Education and Learning Technology Applications
- **Leah Sauerstrom** - Service Desk Analyst, DASA Technology Services
- **Jane Harrison** - Coastal Economics Specialist, North Carolina Sea Grant
- Numerous other colleagues/students have contributed to this effort since 2016, in addition to CSW as a whole

What is paid parental leave?

1. Beyond the Family Medical Leave Act
2. Time off **with pay** for parents with new children via birth, adoption or fostering
3. For all parents

Family and Medical Leave Act (FMLA) - *federal, unpaid, job-protected leave*

- 12 weeks (60 workdays) in a 12-month period for birth/care of newborn or adopted/foster child

Current Policies

Medical and Parental Leave for 9-Month Faculty

- At NC State University, 9-month faculty receive 60 calendar days (~44 workdays) of paid parental leave; no option to remain paid after that because they do not accrue annual leave

12-Month Faculty

- Faculty receive the same as EHRA staff

Current Policies

How do leave-earning employees stay paid while on leave?

- Use complex combination of annual, sick, and voluntary shared leave
- Staying paid for the full 12 weeks requires 480 hours of leave

How long does it take to earn 480 hours of leave?

- EHRA faculty/staff: at least 1.7-2.5 years
- SHRA/postdocs: at least 3-5 years

That is, IF **zero leave is used** before child joins family

Current Policies

- For the birth of a child, during the first **6 weeks/240 hrs** (vaginal delivery) to **8 weeks/320 hrs** (cesarean delivery), the birth mother is in a period of disability and both parents can use **sick leave**.
- After this, a parent **must use annual leave** (4-6 weeks, 160-240 hrs).
- Adoptive parents can use 6 weeks (240 hrs) sick leave. Annual leave can be used for remaining 6 weeks (240 hrs).
- Foster parents can only use annual leave to cover the 12 weeks (480 hrs).

Current Policies

Voluntary Shared Leave

- Allows employees to receive leave
- All leave balances (comp/sick/vacation/bonus) must be 20 days (160 hours) or less to be eligible
- Must exhaust all leave before using shared leave
- Can only be used as sick leave
- Results in zero leave available to remain paid during the "second half" of the FMLA period

Proposed Policy

As proposed for NC State by the Council on the Status of Women:

To further NC State University's strategic goal to "Enhance Organizational Excellence," the Family Services Committee for the Council on the Status of Women recommends that **NC State begin to provide 12 weeks of paid parental leave for all EHRA, SHRA and postdoctoral employees.**

Our Stories - Leah Sauerstrom

Juliana Eve

4/15/16
5 lbs 11 oz
19.5"



Our Stories - Leah Sauerstrom

April 15, 2016 - May 11, 2016 = 19 sick days (152 hours)

May 12, 2016 - May 25, 2016 = 10 annual days (80 hours)

May 26, 2016 - June 17, 2016 = 17 days without pay (136 hours)

- 46 days (9 weeks 1 day) of leave, including 29 paid days (1 day short of 6 wks) and 17 unpaid days
- Returned to work with almost no leave, so took unpaid leave for her next two surgeries
- “I returned to work too soon, too tired, too stressed, too overwhelmed, and totally in love.”



Our Stories - Eva Feucht



Paul Feucht Horne

1/4/15



Our Stories - Eva Feucht

- Worked at NC State, EHRA: 10.5 yrs (before Paul)
- Before leave (Jan. 2015): had 4 weeks of annual leave saved
- To stay paid for 12 weeks, used:
 - *6 weeks sick leave*
 - *3 days bonus leave*
 - *5 weeks 2 days annual leave*
- Then took 4 weeks unpaid leave; total leave = 16 weeks
- In the remaining 8 months of 2015, used 12 days of annual leave, 6 days of sick leave - important to my and my child's well-being
- Ended 2015 with 3.5 days of annual leave



And then...



Jane Feucht Horne
10/14/17

Our Stories

- On Jane's birthdate, I'd worked at NC State >13 years
- This time, I did not have enough annual/bonus leave to stay paid for FMLA/12 weeks
- For 12 weeks of FMLA, I used:
 - 5 weeks 3 days sick leave (+2 days university holiday)
 - 3 weeks 2 days annual/bonus leave
 - 2 weeks 3 days unpaid
- 4 additional weeks unpaid
- Paid ~\$550 for health insurance during unpaid leave
- Returned to work with 8 days annual leave

Our Stories

Eva as a supervisor:

- Have observed 4 employees add a child to their families while working in my department
- I had minimal understanding of the policies or their needs
- One birth parent took 8 weeks of sick/annual leave and ended the year with -30 hrs annual leave and 8 hrs sick leave
- Only one has taken 12 weeks of leave, and that was after working at the university for almost 7 years, and using bonus leave to cover 1 week of the leave

Value of Paid Parental Leave

Research Shows:

- Improved employee and workplace productivity
- Increased likelihood that an employee will return to work after birth or adoption
- Improved employee and child health
- Improved recruitment and retention
- Important economic benefits if women's participation in the workforce increases



[The lack of paid leave] is bad for working mothers, who need time to recover from the physical and mental trauma of childbirth. It's bad for kids, who need extra attention and care in the crucial months after birth. And it's bad for the economy: Research has shown that paid maternity leave is associated with better job performance and retention among mothers, increased family incomes, and increased economic growth.

Washington Post, 2/5/18

Peer Institution Examples

- 9 NCSU peers offer some form of paid parental leave
- 3 NCSU peers utilize short term disability that pays for 60-66% of an employee's salary while on leave



6 Weeks Leave /
6 Weeks Disability



3 Weeks Leave /
6 Weeks Disability



8 Weeks Leave

State Policies

States with paid parental leave policies: CA, RI, NY, NJ, AR, IN, & WA in 2020

New Jersey	2009	6 weeks at 66% of salary
Rhode Island	2014	4 weeks at a 60% of salary
Arkansas	2017	4 weeks paid
California	2018	6 weeks paid
Indiana	2018	4 weeks paid
New York	2018/2019/2020	8 / 10 / 12 weeks paid

HI, PR and DC designate childbirth a disability status and allow for paid leave under that status

Who Has Authority To Implement A Paid Parental Leave Policy

- **Office of State Human Resources:** SHRA employees
- **UNC System:** EHRA non-faculty, 12-month faculty, 9-month faculty and postdoctoral employees
- **UNC campus graduate schools (NC State, possibly other schools):** postdoctoral employees

Our Work to Date

- Oct. 2016** CSW Ad-Hoc Committee Created
- May 2017** Initial presentation to NC State senior leadership
- Summer 2017** Summary document and ask for continued advocacy sent to NC State senior leadership
- March 2018** Presentation to Brian Uisichon, Senior Associate VP for Human Resources at the University of North Carolina
- May 2018** Presentation to NC State Staff Senate
- July 2018** Presentation UNC System Staff Assembly
- Sept. 2018** Initiation of development of Paid Parental Leave Task Force at the UNC system level

Recommendations Submitted

We recommended that we not simply catch up, but that we lead. To create the change we recommend, advocacy is needed.

Specifically, we requested:

1. Advocacy for SHRA employee policy change at the Office of State Human Resources
2. Advocacy for EHRA non-faculty and 12-month faculty policy change at UNC System Office
3. Advocacy for postdoctoral employee policy change at UNC System Office and at the NC State Graduate School
4. Advocacy for 9-month faculty policy change at UNC System Office and at NC State

Our Next Steps

1. Increase the support of UNC System staff and faculty
2. Gain the support of UNC Faculty Assembly
3. Develop a Paid Parental Leave Task Force at the UNC System Level
4. Formally propose a paid parental leave policy to UNC System leadership
5. Promote a policy for approval by NC legislators

Request to NC State Faculty Senate

1. Endorsement
2. Partnership
3. Advocacy

Questions

Your questions for us?

Questions for the NC State Faculty Senate:

1. What else is needed to move this proposal forward?
2. What can you do to move this proposal forward?
3. Has this been a discussion within the NC State Faculty Senate or for the UNC System Faculty Assembly?

Thank You!

We welcome you to contact us:

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