



Building Better Leave Policies

with Your Diverse Workforce in Mind

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Agenda

01. The Need for Better Leave Policies

02. Your Diverse Workforce and Leave Policies

03. Designing a Leave Program for Your Workforce

04. Building a Better Leave Program

05. Q&A

The background is a dark blue color with white abstract line art. The lines are thick and form various shapes, including circles, arcs, and overlapping loops, creating a modern, geometric pattern.

The Need for Better Leave Policies

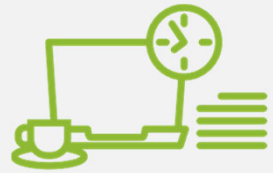
Do you have a Paid Leave Policy?

- A. Yes, for all the leave types
- B. Yes, for some leave types
- C. No, but we are in a state that offers paid leave
- D. No, but it is something we are looking into
- E. No, it would be nice but doesn't fit in our budget

The Impact of Work-Family Conflict



Millions of Workers are Forced to Choose Between Family and Career



Women are predominantly affected

- Decline of women in the labor force in the last 20 years
- GDP lost due to lower women's labor force participation is estimated to be \$650 billion per year

Paid Leave is Good for Business



Paid leave reduces turnover and leads to greater retention

- The cost to replace workers is high (averaging 24% of annual wages).
- First-time mothers who take paid leave are more likely to return to the same employer than those who take unpaid leave.



Paid leave is an important recruitment tool

- An AbsenceSoft Survey found that 42% of jobseekers wouldn't even apply to a job that didn't offer paid leave.
- A Deloitte survey found that 77% of workers say that paid family leave could sway their choice of employer.
- We're in a very competitive job market that requires employers to set themselves apart in the quest for talent.



Good policies lead to higher productivity and morale

- Providing paid family leave shows employees they're valued and their life outside the office matters.

Paid Leave is Good for Business



Paid leave provides a significant ROI

- Manufacturing companies saw \$2.57 return for every \$1, for tech companies this was \$2.64.
- An EY survey found that more than 70% of employers offering improved leave policies reported an increase in productivity and 80% reported a positive impact on morale.



Paid leave saves on healthcare costs and improves public health

- Provides time for bonding which leads to critical cognitive, social, and emotional development in infants.
- Paid leave improves physical and mental health of pregnant and birthing people during pregnancy, birth, and postpartum period.
- Mitigates stress related to financial effects of unpaid leave.
- Research has shown there's a correlation between paid leave programs and better health outcomes for children and parents, ranging from fewer low-birthweight births, reduced infant hospitalizations, ear infections, ADHD, postpartum depression, food insecurity.

Do you have a Paid Leave Policy?

A. 17%

B. 27%

C. 37%

D. 47%

Most Workers Don't Have Paid Leave

The need for leave is on the rise, but only **27% of US workers** receive paid family leave.

Workers who can least afford to take unpaid time off are also the least likely to have access to paid family leave.

Access to paid leave is unevenly distributed by race and across industries and income levels.

Having access to paid leave can ensure economic stability and provide critical support for workers and their families, employers and communities – as well as the economy at large.



Different Generations & Need for Paid Leave

Generational Preferences

23%

BABY BOOMERS
1946 – 1964

Hand me the information and walk me through it.



RETIREMENT & HEALTH



34%

GENERATION X
1965 - 1980

Succinct. Get to the Point.



FAMILY & FINANCES



36%

MILLENNIALS
1981 - 1997

Bite-sized



FINANCIAL FREEDOM



7%

GENERATION Z
1998 +

Self-directed



SET UP FOR SUCCESS

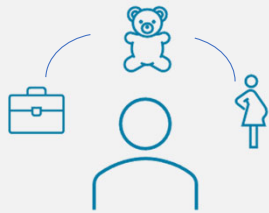


1% of employees in the "Greatest/Silent Generation" born before 1945

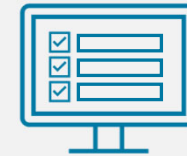


By 2025, Gen Z may comprise more than a quarter of the workforce, overtaking Baby Boomers in numbers.

Business needs to adapt to this tech-savvy generation's demands for more personalization, flexibility, and benefit offerings



When Forbes conducted a survey about Workplace Benefits that are most Important to job satisfaction, Gen Z ranked Flexible Parental Leave options at the top of their list.



A recent Maven report found that 50% of Gen Z workers have left or considered leaving a job due to inadequate reproductive health benefit offerings.

People are waiting longer to have children, changing their benefits needs



For the 7th year in a row, the birthrate among women in early 30s was higher than those in late 20s and the number of babies born to women over 40 rose considerably.

- Fertility begins to decline for women around age 30, dropping dramatically around 35. By the time she's 45, it's very unlikely to get pregnant naturally.



Demand for assistive reproductive technology is booming.

- In 2023, 42% of Americans said they or someone they knew had used fertility treatments.
- In 2021, almost 100,000 babies were born using these methods.
- Cost is high – one IVF cycle costing over \$10,000



Designing a Leave Program for Your Diverse Workforce

Start with the Design

BE INQUISITIVE

- **Don't just assume you know what your workers want – ask!**
 - Survey your employees regularly
 - Create an open dialogue and encourage feedback
- **Address the diverse needs of your team**
 - Gen Z – having children later, maybe more interested in reproductive benefits
 - Millennials – childcare benefits may be at the top of their list
 - Gen X - “Sandwich generation” caring for parents and children
 - Baby Boomers – caring for aging parents, need eldercare benefits

Start with the Design

BE FAIR & COMPLIANT

- **Start with the Basics**
 - What are the must haves
 - Required policies
 - Company policies and procedures
- **Ensure all employees have access to the same programs**
 - Fair eligibility requirements
 - All levels of the company benefit

Start with the Design

BE REALISTIC

- **Start small**
 - What can more easily be improved on
 - What are the low-hanging fruit, easy wins

Start with the Design

BE FLEXIBLE

- **Different family types and needs**
 - Nuclear family is harder to define
 - Grandparents leave and other newer leave policies
- **When and how can employees use leave**
 - Flexible schedules
 - Ramping down/up periods

Time to Build a Better Leave Program

1 Review legal and compliance requirements that affect your workforce:

- Federal policies
 - ✓ ADA
 - ✓ FMLA
 - ✓ PWFA
- State policies

3 Establish eligibility criteria:

- Be fair and equitable
- Research best practices

5 Communicate it to employees

- Update handbook
- Manager and employee training

2 Discuss what types of leaves will be covered:

- Unpaid Statutory Leaves
- Paid Leaves

4 4. Determine necessary process and procedures:

- Keep it simple
- Follow it

6 6. Periodically review:

- Don't set it and forget it
- Business and legal changes may necessitate updates

KEY TAKEAWAYS

- 1 Your employees need better leave programs and it's good for business.
- 2 Different generations comprising the workforce need different leave programs than before.
- 3 Find out what programs your employees want and design your leave policies around these.
- 4 Follow the simple steps to build your better leave program.



Any Questions?

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