



Memorandum

From: Cathy Anderson, CFO Main Campus/ Associate Vice President for Budget and Planning
Jeff C. Herring, CHRO
To: President Watkins
Re: Parental Leave Benefit
Date: August 16, 2018

Dear President Watkins,

As you are aware, we have been working with representatives of our Staff Council and Administration over the last year on implementing a staff parental leave benefit. We are pleased to recommend to you the approval of the attached policy. Once approved by your office, it will proceed to the Academic Senate Executive Committee, the Academic Senate, and the Board of Trustees for their subsequent approval.

It has become a national trend in both public and private sector employment to offer some form of paid parental leave benefits. Several of our peer PAC12 institutions as well as other Utah institutions of higher education offer paid parental leave to their employees. As a group, we worked to create a policy that is both a benefit to the University as well as supportive of staff as they balance career and family life.

The draft policy being proposed provides for up to 50% pay for up to six weeks for eligible staff employees. To be eligible, the employee must hold a full-time benefits eligible position for the previous 12 months. In addition, the leave must be used concurrently with the Family and Medical Leave Act (FMLA). If both parents are employed as non-faculty employees, the paid parental leave benefit can be divided between them. Tenure-line faculty are already covered in existing parental leave policies. Faculty Affairs is working on a proposal for all other faculty.

Research indicates that employees who receive paid leave feel greater loyalty to the organization. This in turn helps increase employee morale and retention. We believe this policy will be a valuable benefit offered to employees at the U and will provide a return on investment to the University in remaining an employer of choice and a great place to work and build a career supporting our mission.

Please let us know if you have any questions or concerns.