

10 leading-edge parental leave policies



IS YOUR COMPANY KEEPING UP?

Unlike many developed nations, the U.S. doesn't require paid leave for new mothers, let alone new fathers. So, to win the war for talent, some companies have developed their own parental leave policies. Are you keeping up with your competitors?

NETFLIX



Unlimited leave for salaried new parents during the first year of the child's life (or placement)

BILL & MELINDA GATES FOUNDATION



Up to 52 weeks during the first year of the child's life (or placement) for new parents

AMERICAN EXPRESS



26-28 weeks for birth mothers

20 weeks for other new parents

ADOBE



Up to 26 weeks for birth mothers

16 weeks for primary caregivers

APPLE



Up to 18 weeks for birth mothers

6 weeks for other new parents

BANK OF AMERICA



16 weeks paid

&

10 weeks unpaid for new parents

GOOGLE



18-22 weeks for birth mothers

7 weeks for other new parents

12 weeks for primary caregivers

JOHNSON & JOHNSON FOUNDATION



17 weeks for U.S. birth mothers

8 weeks during the first year of the child's life (or placement) for all new parents worldwide

AMAZON



14 weeks for birth mothers

6 weeks for other new parents

Parents can share their leave with spouses who don't have paid parental leave.

MICROSOFT



20 weeks for birth mothers

12 weeks for other new parents

Sources: Recode, *Netflix parents get a paid year off and Amazon pays for spouses' parental leave*, Jan. 31, 2018. Bill & Melinda Gates Foundation, *Benefits*, 2018. American Express, *American Express Increases Parental Leave and Family Benefits for U.S. Employees Beginning January 1, 2017*, Dec. 12, 2016. Adobe, *Parental Leave*, Jan. 1, 2017. The Outline, *Here are Apple's Child Care Benefits*, June 2, 2017. Bank of America, *Health & Insurance Benefits*, 2018. Entrepreneur, *19 Companies and Industries With Radically Awesome Parental Leave Policies*, April 12, 2017. Amazon, *Amazon's Parental Leave Policy: An egalitarian benefit for our workforce*, 2017. Johnson & Johnson, *Our Employee Benefits*, 2018. Microsoft, *Make the Most of Life*, 2017.