**SURVEY OF UW PROFESSIONAL STAFF**

> Of those who are satisfied with UW as an employer, only 22% are satisfied with the current UW Parental Leave policy.
> Of those who feel paid family leave is important to them personally, 50% are likely to change jobs or leave the work force in the next five years.
> Of those whose families grew while employed at UW, 73% felt they *did not get enough time away from work* to bond with their new family member.
  - Of these, 85% cited *financial hardship* as the reason for not taking more time with their new family member.
> UW Professional Staff report receiving inconsistent support in accessing their benefits and planning parental leave.

**SOCIAL IMPERATIVE**

> Paid family leave results in physical and mental benefits for mothers, fathers, infants and children.
> Paid family leave increases a mother’s likelihood of returning to the workforce after giving birth, especially to the same employer.
> Paid family leave is associated with an increase in productivity when the mother returns to work.
> Offering paid family leave for both mothers and fathers could help improve gender equality by increasing earnings for women.

**PEER COMPARISONS**

> UW is the only public employer in Seattle and King County to offer no paid family leave.
> UW is one of only four of the ten largest civil employers in the state to offer no paid family leave.
> UW must lead the charge for positive change as one of the largest employers in our region.

**IMPROVE UW BENEFITS NOW**

> **Add a paid family leave benefit** to ensure UW staff can take time off for family and are able to return to work at UW. The family leave benefit should be *inclusive* of all types of parents: biological, adoptive, step, and co-parents.
> **Update UW policies for use of sick leave.** Current policies are overly restrictive for new parents, especially non-birth parents.
> Update UW HR information to *provide clear, consistent information* for planning leave.

**GET INVOLVED**

http://www.washington.edu/pso/paidleave/