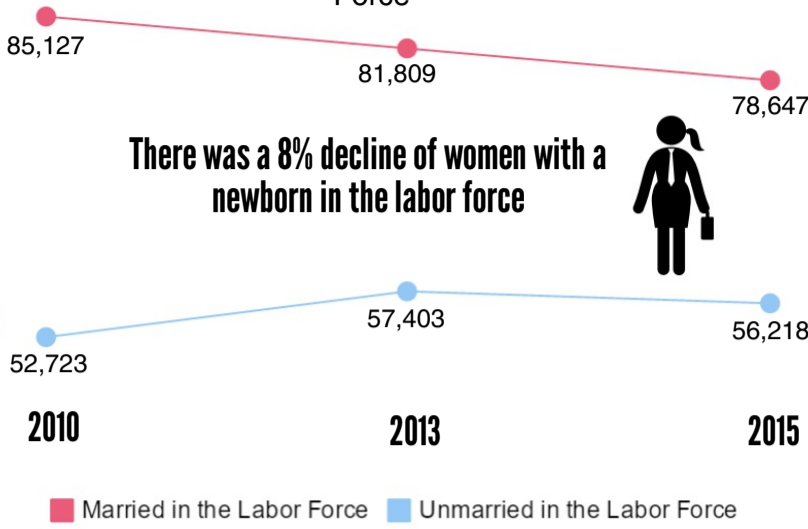


Parental Leave by the Numbers

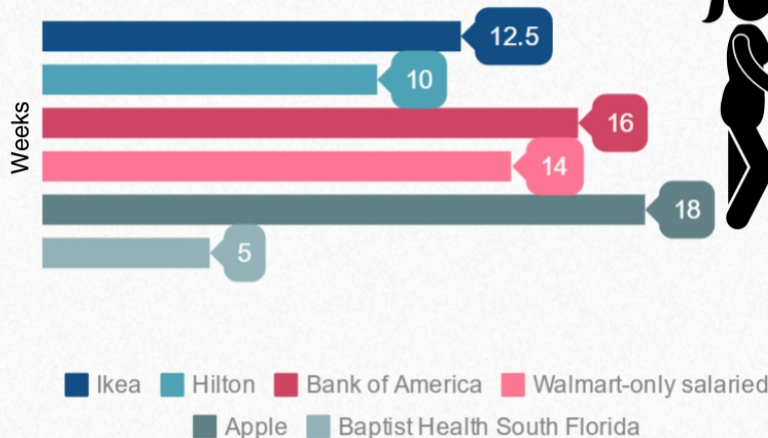


Florida's Labor Force

Women who had a birth in the past 12 months (2015) that are part of the Labor Force



South Florida Businesses with Maternity Leave



71.5%
Percentage of women in the labor force in Florida

\$8,694
The annual cost of infant care in Florida

51.9%
Infant care costs as a share of minimum-wage earnings in Florida

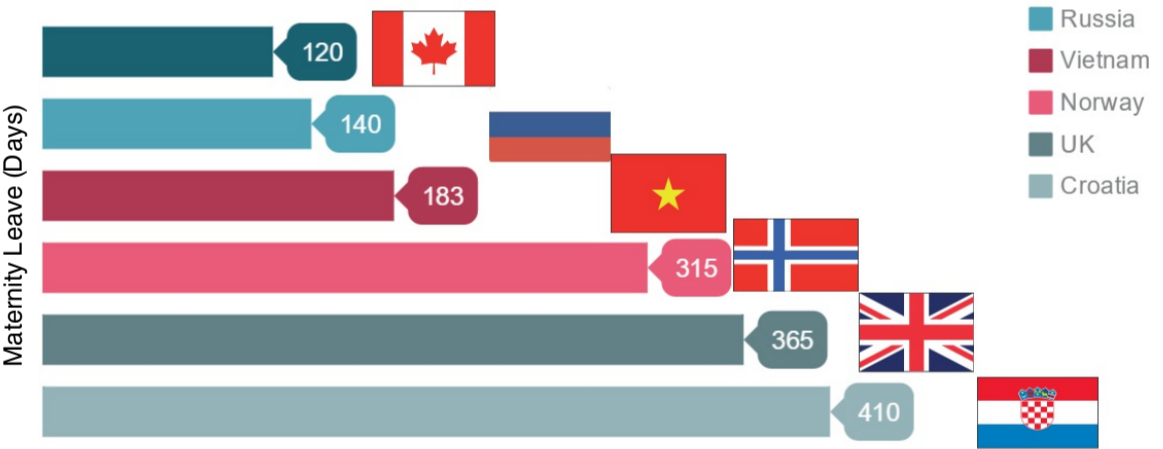
What are the recent legal changes in parental leave?



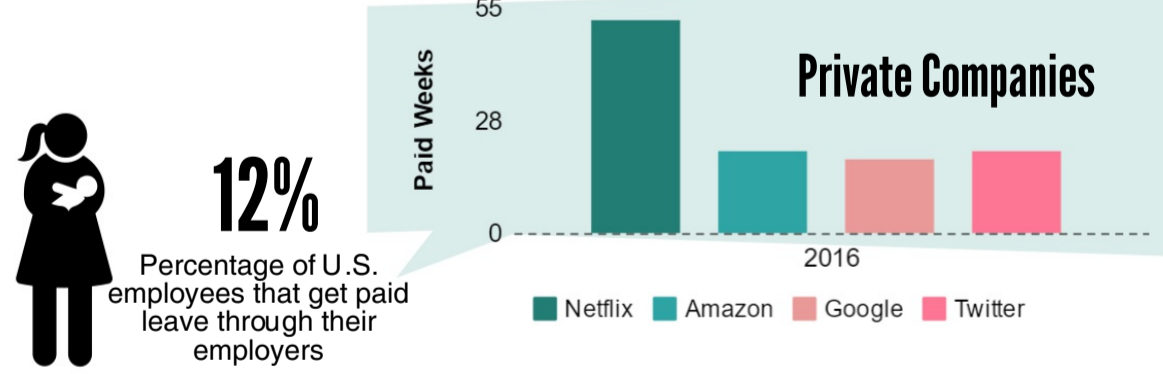
In Effect	Adopted/Pending	In Discussion
<p>California: Paid Family Leave program, under state disability, grants 6 weeks of paid family leave at 55% wage replacement.</p> <p>New Jersey: Family Leave Insurance offers eligible workers up to six weeks of partially paid leave</p> <p>Miami-Dade County, City of Miami Beach, and City of Doral, employees can take up to six weeks of paid parental leave, receiving 100 percent of their pay the first two weeks, 75 percent the following two weeks and 50 percent the remaining two weeks.</p>	<p>New York: Beginning in 2021, the state will pay its workers 67% of their average weekly wage, capped at 67% of the statewide average weekly wage, for 12 weeks.</p> <p>Washington State: Family Leave Insurance will provide a full-time worker with up to \$250 per week for up to five weeks. Due to budgetary constraints, the state is unable to fund it.</p>	<p>Palm Beach: Commissioner Melissa McKinlay asked the county's staff to look into offering four to six weeks of paid time off to employees who deliver, adopt or foster a child, providing equal benefits to mothers and fathers.</p>

The U.S. versus The World:

The U.S. is the only industrialized nation without PAID parental leave. The U.S. under the FMLA policy cover 84 days of unpaid leave. The countries listed below compensate for 100% of missed income over the given period of time (number of days on maternity leave).



The Pioneers of Paid Parental Leave



Why it matters?

- Offering paid family leave may increase the number of hours that a woman works after returning to work by about 2 to 3 hours per week.
- Google's retention rate for new mothers increased by 50 percent when the company increased paid maternity leave from 12 to 18 weeks in 2008.
- Google estimated that replacing an employee costs 2 to 3 times the employee's annual salary.

A B C

With the rise in women's labor force participation, particularly among mothers, the demand on both men and women to balance work and family responsibilities is increasing.

✓ Paternity Leave

"Eighty-nine percent of all fathers took some time off after their baby's birth, but almost two-thirds of them took one week or less."

68.4% The percentage of children under 6 in Miami-Dade with both parents in the labor force in 2015