

Resolution on Allowing University of Arkansas for Medical Sciences Employees Paid Parental Leave

Whereas, the UAMS Vision 2029 highlights several strategic objectives and outcomes that focus on the overall health, vitality, and retention of UAMS employees. (<https://web.uams.edu/wp-content/uploads/2019/07/UAMS-Vision-2029.pdf>)

Whereas, short-term disability (STD) benefits are available for women on maternity leave, there are several limitations to these benefits including: (1) the lack of coverage of pre-existing conditions in the first year, (2) STD benefits do not start until after you are already off work for 2 weeks, and (3) STD benefits are not available to fathers or parents adopting or fostering. (<https://hr.uams.edu/benefits/wp-content/uploads/sites/5/2021/03/STD-claims-for-maternity.pdf>)

Whereas, the UAMS Vision 2029 states that strategic stakeholder objective 2 is to improve the health and wellness of all Arkansans, as evidenced by improvement in overall health outcomes, Arkansans will live healthier lives with the outcome measure to improve health outcomes for UAMS and UA System employees. (<https://web.uams.edu/wp-content/uploads/2019/07/UAMS-Vision-2029.pdf>)

Whereas, the UAMS Vision 2029 states that strategic education objective 6 is to improve Faculty and Staff Vitality by investing in the success of its faculty and staff through strategic recruitment, formal mentoring and efforts focused on fostering overall well-being with outcome measures of reducing faculty burnout, increasing faculty retention, and improving the overall health and wellness of UAMS faculty and staff. (<https://web.uams.edu/wp-content/uploads/2019/07/UAMS-Vision-2029.pdf>)

Whereas, the UAMS Vision 2029 states that clinical care strategic objective 7 is to recruit, develop and retain a skilled, motivated, and engaged workforce and create an environment supporting the strategic recruitment and retention of innovative faculty by aspiring to become a top-ranked U.S. Academic Medical Center through serving as a magnet for talents and investing in human capital with outcome measures to recruit the top quartile of early-stage faculty (ESF) in the nation; provide a tailored mentoring committee and a designated champion for each, increase the percentage of faculty that successfully progresses to the associate level with tenure, recruit and hire qualified candidates for research to advance UAMS' mission and strategy, and achieve successful recruitment in focused areas. (<https://web.uams.edu/wp-content/uploads/2019/07/UAMS-Vision-2029.pdf>)

Whereas, personal reasons were one of the main reasons cited by UAMS employees for voluntarily leaving their position. (UAMS Faculty Survey)

Whereas, the implementation of paid family leave policies was associated with a 12 percent reduction in post neonatal mortality after adjusting for maternal and neonatal factors and lower odds of maternal and infant re-hospitalization. (Montoya-Williams D, Passarella M, Lorch SA. The impact of "paid family leave" in the United States on birth outcomes and mortality in the first year of life. *Health Serv Res.* 2020;55(Suppl. 2):807–814. <https://doi.org/10.1111/1475-6773.13288>; Jou, J., Kozhimannil, K.B., Abraham, J.M. *et al.* Paid Maternity Leave in the United States: Associations with Maternal and Infant Health. *Matern Child Health J* 22, 216–225 (2018). <https://doi.org/10.1007/s10995-017-2393-x>)

Whereas, a systematic literature review found that improved mental health was observed among women with more generous parental leave policies including reduced depressive symptoms, psychological

distress and burnout, and mental health-care uptake. (Heshmati A, Honkaniemi H, Juárez SP. The effect of parental leave on parents' mental health: a systematic review. *The Lancet Public Health*. 2023;8(1):e57-e75.)

Whereas, paid family leave is associated with a reduced risk of low birth weight, premature birth, improved developmental outcomes, and longer breastfeeding duration. (Berger, L. M., Hill, J., & Waldfogel, J. (2005). Maternity leave, early maternal employment, and child health and development in the US. *The Economic Journal*, 115, F29-F47; Rossin, M. (2011). The effects of maternity leave on children's birth and infant health outcomes in the United States. *Journal of Health Economics*, 30, 221–239)

Whereas, positive relationships between parental leave duration and maternal mental health have been established. (Andres, E., Baird, S., Bingenheimer, J. B., & Markus, A. R. (2016). Maternity leave access and health: A systematic narrative review and conceptual framework development. *Maternal Child Health Journal*, 20, 1178–1192.)

Whereas, a longitudinal study in France of 10 975 fathers indicated that paid paternity leave was associated with a reduced likelihood of reporting post-partum depression in fathers after 2 months. (Barry KM, Gomajee R, Benarous X, Dufourg MN, Courtin E, Melchior M. Paternity leave uptake and parental post-partum depression: findings from the ELFE cohort study. *Lancet Public Health*. 2023 Jan;8(1):e15-e27. doi: 10.1016/S2468-2667(22)00288-2. PMID: 36603906.)

Whereas, a cross-sectional study in Scotland of 100 fathers identified a previous history of depression, a lack of social support, and not having paternity leave as risk factors associated with an increase in paternal postnatal depression. (Philpott LF, Corcoran P. Paternal postnatal depression in Ireland: Prevalence and associated factors. *Midwifery*. 2018 Jan;56:121-127. doi: 10.1016/j.midw.2017.10.009. Epub 2017 Oct 20. PMID: 29096280.)

Whereas, paid parental leave is known to improve employee and talent retention, women who take paid leave are 93% more likely to be in the workforce a year after a child's birth than women who take no leave. (Linda Houser and Thomas Vartanian, "Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public," Rutgers Center for Women and Work, January 2012.)

Whereas, in a study of more than 1,500 employers, more than 80% of those that offered paid family leave reported a positive impact on employee morale, and more than 70% reported an increase in employee productivity. (EY, Paid Family and Medical Leave Survey, 2016)

Whereas, the arrival of children and associated parental leave policies create a long-run gender gap in earnings of around 20 percent driven by hours worked, participation, and wage rates. (Kleven, Henrik, Camille Landais, and Jakob Egholt Sogaard. 2019. "Children and Gender Inequality: Evidence from Denmark." *American Economic Journal: Applied Economics*, 11 (4): 181-209.)

Whereas, maternal employment may contribute positively by improving women's physical and mental health and preventing the loss of wages and health insurance coverage after childbirth. (Jou, J., Kozhimannil, K. B., Blewett, L. A., McGovern, P. M., & Abraham, J. M. (2016). Workplace accommodations for pregnant employees: Associations with women's access to health insurance coverage after childbirth. *Journal of Occupations and Environmental Medicine*, 58(6), 561–566.)

Whereas, other organizations such as the Accreditation Council for Graduate Medical Education (ACGME), federal organizations, private sector companies, and competing academic institutions are implementing paid parental leave. (<https://www.natlawreview.com/article/acgme-instituting-new-mandatory-medical-parental-and-caregiver-leave-requirements>)

Whereas, paid parental leave enables women to return to work more quickly and thereby increases their participation in the workforce. (Elina Pylkkänen and Nina Smith, “Career Interruptions Due to Parental Leave: A Comparative Study of Denmark and Sweden,” OECD Social, Employment and Migration Working Papers No. 1, March 2003.)

Whereas, workers with access to benefits reported that the amount of paid parental leave had some influence on their choice of one employer over another. (“Parental Leave Survey: Less Than Half of People Surveyed Feel Their Organization Helps Men Feel Comfortable Taking Parental Leave,” Deloitte, press release, June 15, 2016.)

Whereas, the cost of replacing an employee typically costs around 21% of his or her salary, the focus of the cost of paid parental leave versus the cost of recruitment should be considered (Heather Boushey and Sarah Jane Glynn, “There Are Significant Business Costs to Replace Employees,” Center for American Progress, November 16, 2012.)

Whereas, in a study surveying 1,500 companies, 92% of companies with a paid family leave policy reported that it had a positive effect or no effect on profitability. (EY, Paid Family and Medical Leave Survey, 2016)

Whereas, implementation of statewide parental leave policies in California cost businesses very little with 87 percent of businesses surveyed in California reporting no increased costs and 9 percent even reported cost savings due to lower rates of employee turnover or lower spending on employee benefits. (“A National Paid Leave Program Would Help Workers, Families”, Center on Budget and Policy Priorities; <https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families>)

Whereas, implementation of a statewide parental leave policy in New Jersey had no reported effects on the profitability of affected businesses (New Jersey Department of Labor and Workforce Development and New Jersey Business & Industry Association. (2012). “Family leave insurance- Frequently asked questions.” http://lwd.dol.state.nj.us/labor/fli/content/fli_faq.html)

Whereas, experts argue that the cost of paid parental leave is negligible for employers that have a large population of salaried employees given that the cost of paying salaried employees is already accounted for in payroll and remains the same whether a salaried employee is on the job or on paid leave. (Society for Human Resource Management; “How to Weigh the Value of Paid Parental Leave”; <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/paid-parental-leave-value.aspx>)

Whereas, in 2023 Governor Sarah Huckabee Sanders signed into law Senate Bill 426 Act 770, which extends the provision to eligible state employees from 4 to up to 12 consecutive weeks of paid maternity leave after the birth, adoption or foster-care placement of an employee’s child. (<https://www.transform.ar.gov/personnel/myarfamily/maternity-leave-fmla-and-nursing-moms/>; <https://www.arkleg.state.ar.us/Acts/FTPDocument?path=%2FACTS%2F2023R%2FPublic%2F&file=770.p>)

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Whereas, in 2017 the Senate Bill 125 Act 184 from the 91st General Assembly declares that each state agency shall participate in a catastrophic leave bank from which maternity leave can be taken.

Whereas, the Senate Bill 125 Act 184 from the 91st General Assembly states that institutions of higher education, such as the University of Arkansas for Medical Sciences, may voluntarily participate in the catastrophic leave bank program or establish its own catastrophic leave bank for its employees. (<https://legiscan.com/AR/text/SB125/id/1526023/Arkansas-2017-SB125-Chaptered.pdf>)

Whereas, Arkansas Code Annotated § 21-4-214 authorizes the creation of a catastrophic leave bank program, and Arkansas Code Annotated § 21-4-209 authorizes catastrophic leave to be used for maternity leave.

NOW, THEREFORE BE IT RESOLVED that the University of Arkansas for Medical Sciences Academic Senate calls for the University of Arkansas for Medical Sciences to protect, recruit, and retain its benefits eligible employees, and supported by UAMS VISION 2029 strategic objectives, by providing them— 4 weeks of paid maternity leave by July 1, 2026, with the ultimate goal of providing 12 weeks paid parental leave by July 1, 2029.

The Academic Senate suggests that this program be initiated with the establishment of or participation in the statewide Catastrophic Leave Bank in accordance with Senate Bill 125 Act 184, Senate Bill 426 Act 770, Arkansas Code Annotated § 21-4-214, and Arkansas Code Annotated § 21-4-209.

NOW, THEREFORE BE IT RESOLVED that the University of Arkansas for Medical Sciences Academic Senate calls for the University of Arkansas for Medical Sciences to establish a committee consisting of faculty representatives from the Academic Senate, staff representatives from the House of Delegates, representatives from the Division of Finance and Administration, the Division of People and Culture, and VISION 2029 Chief Strategic Officer to commit to the health and well-being of their employees by implementing a strategy to provide 12 weeks of paid parental leave by 2029.

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