

## CITY OF COLUMBUS PAID FAMILY LEAVE

### *Fact Sheet*

The Family and Medical Leave Act of 1993 gives workers access to job protection for time they take off to care for a new child or an immediate family member. However, time off is unpaid.

Paid family leave policies allow employees to access paid time off to care for family members, like newborns, adoptive children, or seriously ill family members. Parental leave is care that mothers and/or fathers provide to a natural or adopted child at the time of birth or placement, respectively. Eldercare is care for an aging loved one, while caregiving is a broad term for care that is given to an ill family member regardless of age.

Employers who have paid family leave policies benefit from increased employee retention rates. According to U.S. Census data, women who have access to paid leave are 5.4 percent more likely to return to their jobs after the birth of a child.<sup>1</sup> Paid family leave policies also decrease the lifetime earning gaps between men and women. A recent MetLife study found women lose an average of \$325,000 in lifetime earnings due to caregiving responsibilities.<sup>2</sup>

The City of Columbus is implementing Paid Family Leave for full-time, FMLA-eligible employees. This benefit will consist of two parts: Paid Parental Leave and Paid Caregiver Leave. These benefits will complement current leave options, such as vacation, sick, and personal leave.

#### **PAID PARENTAL LEAVE**

- Modeled after a State of Ohio program (ORC 124.136) in place since 1997.
- Provides up to six weeks of leave for full-time regular, FMLA-eligible employees.
- Triggered by the birth or adoption of a child if the employee is a biological parent, spouse or domestic partner, or legal guardian, and the child resides with the employee.
- The benefit begins with an initial two weeks of leave for which employees may use their accrued leave time or take unpaid and is followed by four weeks of leave at 70% of regular pay.
- Employees may supplement their pay, up to 100%, during the six weeks of leave.
- The benefit is in addition to, but runs concurrent with, any short term disability benefit associated with childbirth.

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<sup>1</sup> <https://cdn.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>

<sup>2</sup> <https://www.metlife.com/mmi/research/caregiving-cost-working-caregivers.html#keyfindings>



**ZACH KLEIN, PRESIDENT | PRISCILLA R. TYSON, PRESIDENT PRO TEMPORE**  
**ELIZABETH C. BROWN | MITCHELL J. BROWN | SHANNON G. HARDIN | JAIZA PAGE | MICHAEL STINZIANO**

**CITY CLERK | ANDREA BLEVINS, CMC**

City Hall | 90 West Broad Street | Second Floor | Columbus OH 43215 | T (614) 645.7380 | F (614) 645.6164 | [columbuscitycouncil.org](http://columbuscitycouncil.org)

## **PAID CAREGIVER LEAVE**

- A two-year pilot to assess the costs and benefits of a caregiver leave program, modeled after current FMLA eligibility requirements.
- Provides up to four weeks of leave for full-time regular, FMLA-eligible employees.
- Can be used to care for the employee's spouse, son, daughter, or parent who has a serious health condition.
- Follows then-current FMLA rules regarding the definition of a serious health condition.
- The benefit includes two weeks of unpaid leave, followed by two weeks of leave at 70% of regular pay.
- Employees may supplement their pay, up to 100%, during the four weeks of leave.
- The city administration will assess the program and make recommendations for modification and/or continuation before the end of the pilot phase.



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