

	Policy Distinction (if Known)	Childbirth Recovery (Birthing Parents)	Parental Leave	Family Caregiving Leave	Personal Medical Leave				
Education & Health Services						Color Coding Legend			
Ascension Health (TX)		0	0	0	0		1	Confirmed this year by direct communication with a company representative.	
Common Spirit Health (IL) - megamerger btw Dignity Health & Catholic Health Initiatives Feb 2019		0	0	0	0		2	Confirmed at one point by direct communication with a company representative.	
CVS Health	Full Time (>30hrs/wk)	6-8 (60% pay)	4	0	26		3	Confirmed by reliable online source such as company benefits page, company benefit or reliable news articles	
	Part Time (<30hrs/wk)	0	0		0	4	Company representative responded to inquiry but did not confirm any new information.		
Department of Veterans Affairs		0	0	0	0		6	Company representative responded but declined to participate nor confirm any information.	
HCA Holdings		0	2	2	24		7	No confirmation nor is any reliable information available online	
United Health Group		6	0	0	26				
Universal Health Services (PA)	>32 hrs/wk non-union	0	0	0	0				
	<32 hrs/wk								
Community Health Systems (TN)		0	0	0	0				
Blackboard		0	0	0	0				
City of Chicago School District	Eligible Employees	6-8	2	0	0				
LA Unified School District	Non-union, certificated and classified employees with 12 months of employment	0	12 (50%)	0	0				
McGraw-Hill Education		yes	yes	0	yes				
NYC School District	Non-union	6-8	6	0	0				
University of Phoenix (Online)		0	0	0	0				
University System of OH	Eligible Employees	0	6	0	0				
University of TX System		0	0	0	0				
University System of NC		8	4	0	0				

PA State System of Higher Ed	Non-union	0	0	0	0				
MEAN		2.2	1.8	0.1	4.2				
Financial Activities									
Bank of America	Full Time	0	16	0	26				
	Part Time								
Citigroup	Full Time	8	8	0	1-13				
	Part Time	0	0		0				
JPMorgan Chase	Salaried	16* (primary)	6* (secondary)	0	26				
	Hourly								
Wells Fargo	Full time	16* (primary)	4* (secondary)	1	25				
	Part Time								
MEAN		8	8.3	3.4	23				
Information									
Comcast	Full Time	12	12	0	26				
	Part Time	0	0		0				
Facebook		6-8	16	6	26				
Google		22-24	12	0	0				
iHeartMedia, Inc.		5-7 (60%)	0	0	12 (60%)				
National Amusements		0	0	0	0				
NewsCorp					up to 26: <5 yrs - 8 (100% then 60%), 5-10 yrs - 16 (100% then 60%), >11yrs - 26 (100%)				
		12	3	0					
Time Warner		6-8	6	0	0				
The Walt Disney Company		12	8	0	0				
AT&T	Management	6-8	8	0	26				
Verizon Communications	Full Time				26 (60%-100% pay depending on length of service)				
	Part time (>20hrs/wk & non-union)	8	8	0					
T Mobile US		7	3	0	26 (60%)				
Sprint Corporation		0	0	0	0				
MEAN		8.3	6.6	0.5	13.1				
Leisure & Hospitality									
Aramark	Salaried	0	0	0	26				
	Hourly				0				
Darden Restaurants	Salaried	6-8	2	2	2				

Darden Restaurants	Hourly	6-8	2	2	2				
Hilton Worldwide Holdings	Salaried	8	4	0	26				
	Hourly								
Marriott International	non-union	7	8	0	0				
McDonald's	Corporate	10	2-10* (*adoptive parents who are primary caregivers)	0	26				
	Franchise	0			0	0			
Starbucks	Non-retail Partner	6	12	0	26 (66-2/3%)				
	Store Partner		6						
Yum Brands	Above Restaurant Employee	12	6	0	26 weeks full or partial pay				
	Restaurant Employee	6-8	0		0				
MEAN		5.9	5.8	0.25	12				
Manufacturing									
Boeing	Full Time	0	12	0	up to 16 weeks partial pay				
Cargill	Salaried	6-8	4	4	up to 26 weeks partial pay				
	Hourly	6-8 partial pay	0	0					
Delphi		0	0	0	0				
Emerson Electric	Full Time	12* (primary parent)	2* (secondary parent)	0	26 (60%-100% pay depending on length of employment)				
	Part Time								
Ford Motor Company	Salaried	6-8	8	0	0				
	Hourly	0	0						
General Electric	Exempt	6-8	10	12	26				
	Salaried Non-Exempt		6	4					
	Hourly	6-8 partial pay	3	1 (3-5 days)	26 partial pay				
General Motors	Salaried	6-8	2	0	0				
	Non-salaried	0	0						
Honeywell International		0	0	0	0				
Johnson Controls		4-24	1-6 (dads) 0 (adoptive)	0	0				
United Technologies	Salaried and hourly management represented employees based in the U.S.	8	4	0	26 (60%)				

Toyota	Abstaining from participating in this survey. No on-line data available.								
Coca-Cola Company	Full time	6-8	6	0	26 (8@100% pay, remainder % depending on length of employment)				
	Part time	0	0		0				
PepsiCo		6-8	4	0	0				
Procter & Gamble		16	4 (dads) 4-16 (secondary - primary caregiver for adoptive parents)	0	0				
MEAN		6.5	4	1.3	11.5				
Professional & Business Services									
Apple	Corporate	10-12	6	4	26				
	Field (Full-time)								
Cognizant Technology Solutions	Non-Exempt	8	4	0	26				
	Exempt								
HP Enterprise		6	26	0	0				
Infosys Limited	Full-Time	0	0	0	13				
	Part-Time				0				
IBM	Regular	8	12	1	13-26				
	Part Time								
Jabil Circuit		0	0	0	0				
Microsoft		8	12	4	25				
Xerox		6-8	8-12 weeks for CA, NJ, NY only	0	20				
Deloitte	Salaried	5-8	16	16	26				
	Hourly								
Ernst & Young		6-8 weeks (included in total 16 weeks)	16	2	20				
PricewaterhouseCoopers		9	8	4	26				
MEAN		6.8	10	2.8	17				
Trade, Transportation & Utilities									
FedEx	Salaried	6	0	0	0				
	Hourly								
UPS	Salaried	0	0	0	0				

Albertsons	Corporate & Hourly (>35 hrs/wk)	0	0	0	26 (60%)				
	Hourly (<35 hrs/wk)				0				
Amazon	Full Time	14	6	0	26 (60%)				
	Part Time	0	0		24 hours				
Bed Bath & Beyond		0	0	0	0				
Costco Wholesale	Full Time	12	0	0	26 (60%)				
	Hourly	0	3		0				
Dollar General	Full Time	6	2	0	0				
	Part Time								
Gap Inc	Full Time	0	12 (6 weeks partial pay)	0	0				
	Part Time (less than 24hrs/week)		0						
H&M	Full Time	8 - 10 (60%)	8	56 hours (1 week)	26 (60%)				
	Part Time	0			1 hour for every 30 hours worked up to a max of 56 hours				
Home Depot	All	6	6	0	25 (60%)				
IKEA	>20hrs/wk & >3 years tenure	6-8 weeks based on type of birth – 100% of pay (includes 5-day waiting period*)	8 at 100% 8 at 50%	0	100% of pay for first 10 weeks, 66 2/3% of pay for remaining 16 weeks (this time includes the 5-day waiting period*)				
	>20hrs/wk & 1-2 years tenure		6 at 100% 6 at 50% pay						

	>20hrs/wk & <1 year tenure	6-8 weeks based on type of birth – 100% of pay for first 4 weeks, 50% of pay for remaining 2-4 weeks (includes 5-day waiting period*)	0		100% of pay for first 4 weeks, 50% of pay for remaining 22 weeks (this time includes the 5-day waiting period*)					
JC Penney		0	0	0	0					
Kohl's	Full Time Exempt		2	0	26					
	Full Time Non-exempt	6-8	2 (60%)							
	Part Time	0	0							
Kroger	Management	6-8	2	0	24					
	Administrative	6-8 (partial pay)	2 (partial pay)							
L Brands	Full Time	8	6	0	30 days					
	Part Time	0	0		0					
Levi Strauss & Co	Home Office Benefit Eligible Employees (>20hrs/wk) Retail (>30 hrs/wk)	10-12	8	0	2-12 (100%) >13-30 (75%)					
	Other hourly/non-eligible/retail employees	0	0		0					
Lowes	Salaried	10	2	0	180 days					
	Hourly				180 days (60%)					
Macy's	Executive	0	8	0	0					
	Temporary		0							
Neiman Marcus		6	0	0	0					
Nike	Full Time	6-8	8	8	180 days					
	Part Time	0	0	0	0					
Nordstrom	Salaried	6	6	0	52					
	Hourly									
Publix Super Markets	Salaried	0	0	0	0					
	Hourly									
Rent the Runway		0	12	0	0					
Rite Aid		6	0	0	0					
Sears Holdings	Salaried	0	0	0	0					
	Hourly									

