

# PAID PARENTAL LEAVE



Support to recuperate and bond with baby



## RETURN ON INVESTMENT

Employers that support paid parental leave maintain or increase productivity, profitability, performance, and decrease turnover. Employees experience increased job satisfaction and high morale as well as increased health outcomes of both parent and child.

## IMPLEMENTATION

Establish a policy to determine the amount of leave and how much paid leave will be available to your employees. Offer parental leave to mothers, fathers, adoptive parents, and foster parents. The average range for paid leave is 6–16 weeks.

**Important Note:** An infant is not allowed to start attending a licensed childcare center until the infant is 6 weeks old.

## NEVADA LAW

### Family and Medical Leave Act

The FMLA Act of 1993 entitles all eligible employees up to 12 or 26 work weeks of job protected leave and includes the birth of a child and to care for the newborn child within one year of birth and adoption or foster care within one year of placement.

State of Nevada-<https://hr.nv.gov>

## RESOURCES

- <https://hr.nv.gov/uploadedFiles/hrnv.gov/Content/Resources/Publications/FMLA%20overview513v%202.pdf>
- [https://pn3policy.org/wp-content/uploads/2021/10/PN3PIC\\_Impact\\_PaidFamilyLeave.pdf](https://pn3policy.org/wp-content/uploads/2021/10/PN3PIC_Impact_PaidFamilyLeave.pdf)

## FAMILY-FRIENDLY FACT

First-time mothers who use some form of paid leave are 32% less likely to quit their jobs before or after childbirth and are 19% more likely to return to the same employer after leave.

(Impact International and Institute for Women's Policy Research)



NEVADA  
EMPLOYER CHILDCARE  
DEVELOPMENT

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