

Parental and Family Leave Policies within the Californian Construction Industry

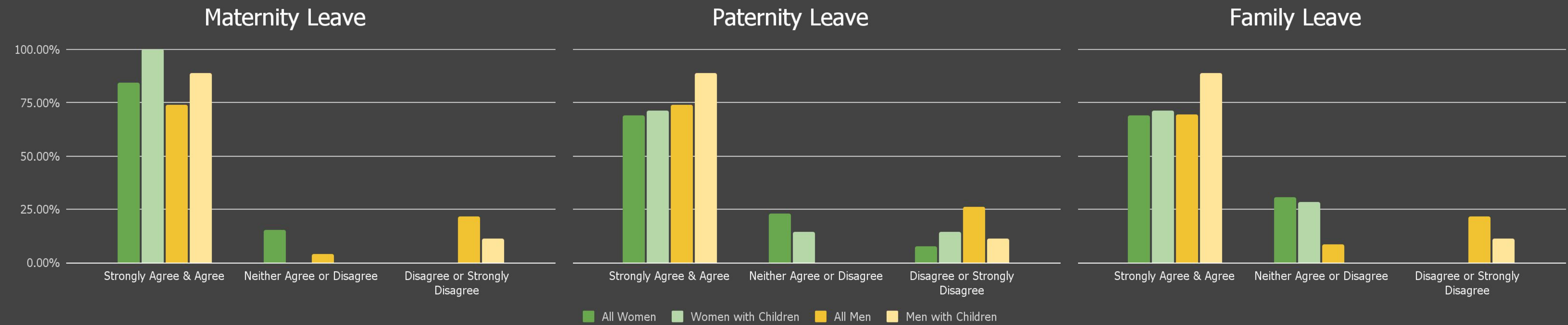
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Abstract

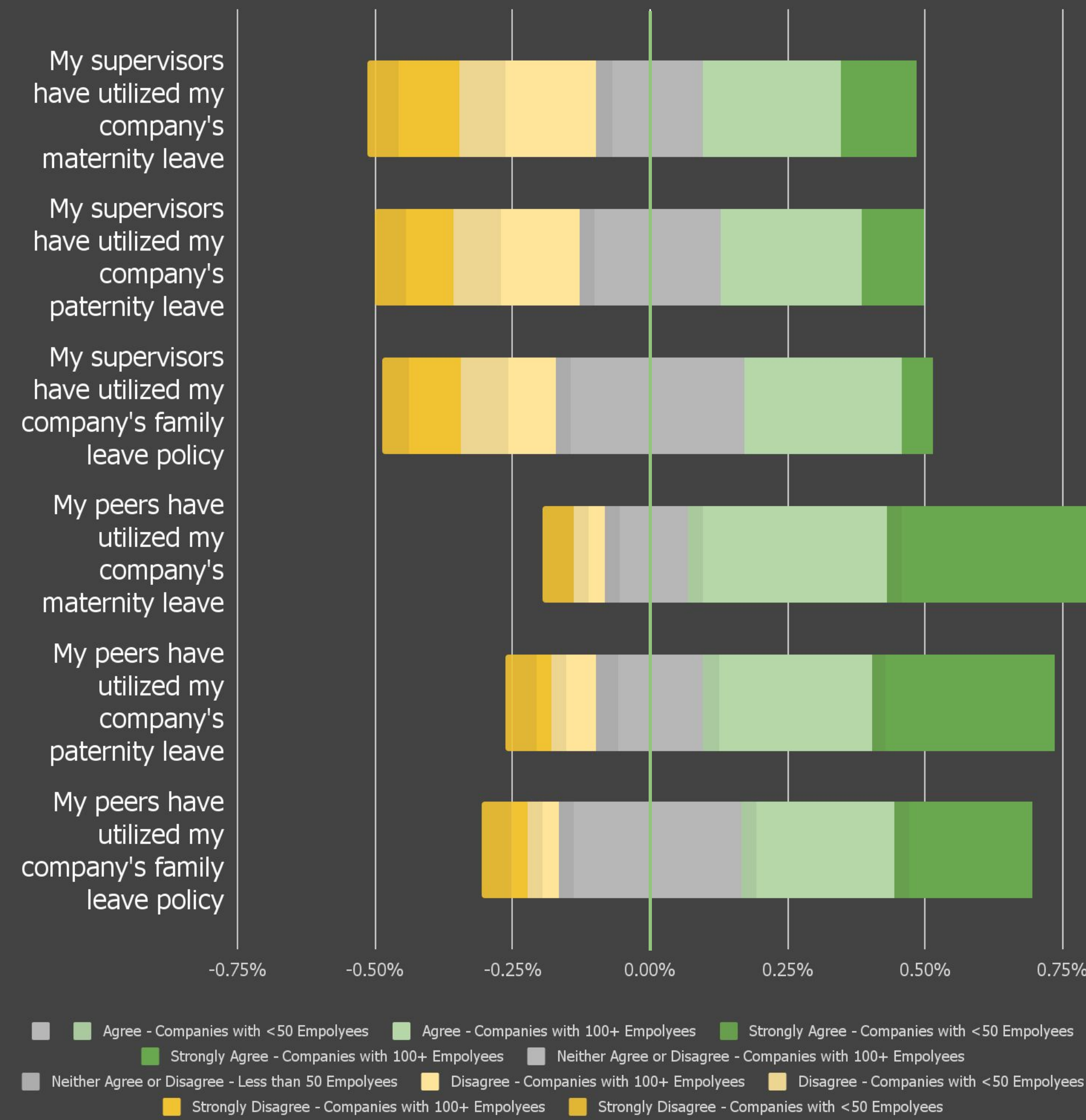
Struggles between work life balance often result in lower levels of job and life satisfaction, and higher rates of inefficiency and employee turnover, with varying impact on employees based on pay, seniority, gender and parenthood. Policies such as paid parental leave have shown positive effects on work life balance, but there is a lack of information on leave policies within the American construction industry. Focusing on California, this research aimed to determine employee's understanding, use and acceptance of these leave policies. Using a survey, we gain a better understanding of these goals. Rates of confidence in knowledge of paternal and family leave policies were equal among both genders at around 70% of responses. Women were more confident in their knowledge of their company's maternity leave policy than men, 84.6% versus 73.9% respectively. These confidence rates for all policies rise further among parents. As a trend among all leave policies, individuals see peers take parental and family leave more often than their supervisors. In questions looking at support and acceptability of personal leave policy use, all women who did not have children responded strongly agree to all questions. Mothers responded to these same questions with a greater variety of responses including disagree. This data shows that HR professionals and upper management should focus on employee understanding leave of rights as well as creating a positive and supportive culture around the use of these leave policies.

Key words: Parental Leave; Family Leave; Construction Industry; Work-Life Balance; Women

Rating of 'I know my company's _____ policy' statements

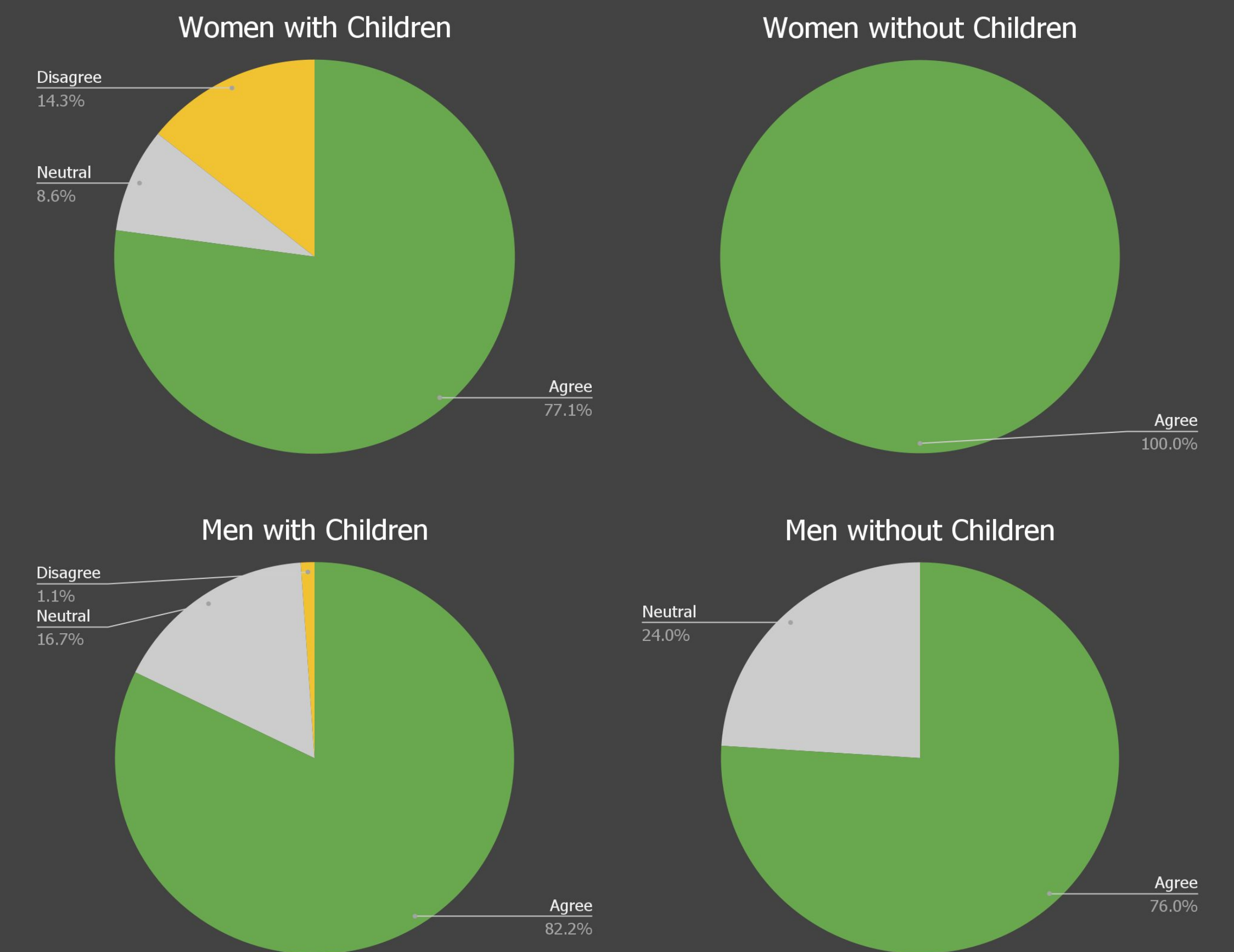


Rating of peer and supervisor policy utilization statements



Average response to support and acceptance statements

1. My company is supportive of the possibility I miss work for parental and/or family leave reasons
2. I have the support of supervisors to go on parental and/or family leave
3. I have the support of colleagues to go on parental and/or family leave
4. There is a positive organizational culture in regards to parental and/or family leave
5. I will not experience negative impacts on my career if I go on parental and/or family leave



Background

Parental and Family Leave in California

- State Requirements:
 - Pregnancy Disability Leave: 16 wks
 - Parental and Family Leave: 12 wks job protected leave, 8 wks partial pay
- Some cities like San Francisco have Paid Parental Leave Ordinances which makes up pay difference from state program