

IN THE SENATE  
SENATE RESOLUTION NO. F21-R04  
BY PRESIDENT MAI, VICE PRESIDENT HETTINGA  
SPONSORED BY SENATOR NAVARRO

A RESOLUTION TO ENCOURAGE REVISIONS TO THE UNIVERSITY OF IDAHO STAFF  
AND FACULTY PARENTAL LEAVE POLICY

Be it Enacted by the Senate of the Associated Students of the University of Idaho:

WHEREAS, the students of the University of Idaho are affected daily by the working conditions and policies that staff and faculty are required to abide by. Staff and Faculty deserve to be advocated for by students considering the important roles they play in student's lives.

WHEREAS, the University of Idaho Parental Leave policy currently meets the requirements of the federal Family Medical Leave Act (FMLA), granting twelve (12) weeks of protected leave with no paid parental leave options. The FMLA is only available to those who have worked at the University for twelve (12) months or more. Staff and faculty who have worked at the University for at least 180 days but are non-FMLA eligible can apply for twelve (12) weeks of unpaid, job-protected Parenting leave. The FMLA and Parenting leave options leave out a large portion of recently hired staff and faculty. <sup>1 2</sup>

WHEREAS, Boise State University and Idaho State University both offer qualifying employees twelve weeks of protected leave under FMLA, with up to eight (8) of those weeks being paid leave per institutional policies. Lewis-Clark State College also offers eight (8) weeks of paid parental leave. <sup>3 4</sup>

WHEREAS, Washington State University and other higher education institutions in Washington state are required to comply with the state Paid Family and Medical Leave program which guarantees up to sixteen (16) weeks of leave, with up to twelve (12) of those weeks being paid. <sup>5</sup>

WHEREAS, other competitors including Idaho state government, the federal government, and Schweitzer Engineering Lab offer paid parental leave ranging from eight (8) to twelve (12) weeks.

WHEREAS, the research done on the fiscal impact of this policy change shows that the "cost of leave is greatly outweighed by the increase in productivity and morale when paid leave is offered." The costs associated with paid parental leave for current employees would also produce less of a fiscal impact than the costs associated with hiring an entirely new employee.

WHEREAS, studies of paid parental leave implementation show that paid leave does not pose a significant cost to businesses due to decreased employee turnover and increased morale and productivity. <sup>7</sup>

WHEREAS, the benefits of paid parental leave are abundant. Benefits include “increased equity on campus across gender identity, income levels, age, race, and employee classification,” increased retention of staff and faculty, alignment of university fundamental values and a more positive reputation as an institution.

WHEREAS, the University of Idaho has committed itself to creating a diverse, inclusive, and equitable learning environment. Paid parental leave improves diversity by increasing retention of women, parents with young children, people of color, and people with diverse abilities. <sup>7 8</sup>

WHEREAS, the Paid Parental Leave Policy Joint Athena Working Group and Faculty Senate Sub-Committee has researched tirelessly and advocated FSH 3710 to be changed with the following results provided by the University of Idaho:

- 12 Weeks Paid Parental Leave: Provide 12 weeks of paid parental leave to benefits-eligible faculty and staff, available immediately upon hire, and offered within 12 months following the birth, adoption or foster of a child.
  - 12 weeks paid parental leave will not only support equity of faculty and staff into our semester-based academia world, but it will also lead the state and region in policy change.
- Equitable Redistributed Work Processes: A consistent and equitable plan for redistributed work for the semester during or following the birth, adoption or foster of a child. There are several models the UI could adopt to transform the support provided for employees on paid parental leave and employees temporarily hired.

THEREFORE, BE IT RESOLVED, the Associated Students of University of Idaho Senate urges the University of Idaho to adopt the parental leave policy proposed by the Paid Parental Leave Policy Joint Athena Working Group and Faculty Senate Sub-Committee as expeditiously as possible.

COPIES OF THIS RESOLUTION SHALL BE SENT TO

Scott Green, President  
Torrey Lawrence, Provost and Executive Vice President  
Diane Kelly-Riley, Vice Provost for Faculty  
Dr. Yolanda Bisbee, Chief Diversity Officer and Executive Director of Tribal Relations  
Paid Parental Leave Policy Joint Athena Working Group and Faculty Senate Sub-Committee  
Athena at the University of Idaho  
University of Idaho Faculty Senate  
University of Idaho Staff Council  
The Argonaut  
Women’s Gender and Sexualities Studies Director  
Blot Magazine  
Idaho SHRM Chapter  
The Women’s Center at University of Idaho

## SOURCES REFERENCED

1. <https://www.uidaho.edu/governance/policy/policies/fsh/3/3710>
2. <https://www.dol.gov/agencies/whd/fmla>
3. <https://www.boisestate.edu/hrs/employee-resource-guide-2/boise-state-paid-parental-leave/>
4. [Microsoft Word - HR Leave of Absence 3070.2020.12.02 FINAL.docx \(isu.edu\)](#)
5. [Washington State Paid Family and Medical Leave \(PFML\) - Academic Personnel](#)
6. Paid Parental Leave Policy - Joint Athena Working Group and Faculty Senate Sub-Committee White Paper - Updated 10.4.2021
7. [https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families#\\_ftn32](https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families#_ftn32)
8. <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/paid-family-leave-helps-women-stay-in-the-workforce.aspx>