

ALPACA Advocacy Now!

Encouraging Supportive Policies for Working Parents in Libraries



Japan
Japan offers 14 weeks of leave and one year of child care leave at 67% pay

Canada
Canada offers 52 weeks of leave, 17 weeks at 55% pay, the additional 35 weeks of pay is dependant on province

New Zealand
New Zealand offers 14 weeks of leave at 100% pay and 38 weeks of unpaid leave

*In these countries, institutions often provide additional pay to help employees reach 100% of their salary during leave

5 states, including California and New York, have taken action



In 2018, people earning close to minimum wage to be paid 70% of their salary, while workers with up to \$108,000 annually, will get 60% of their salary during six-week leave.



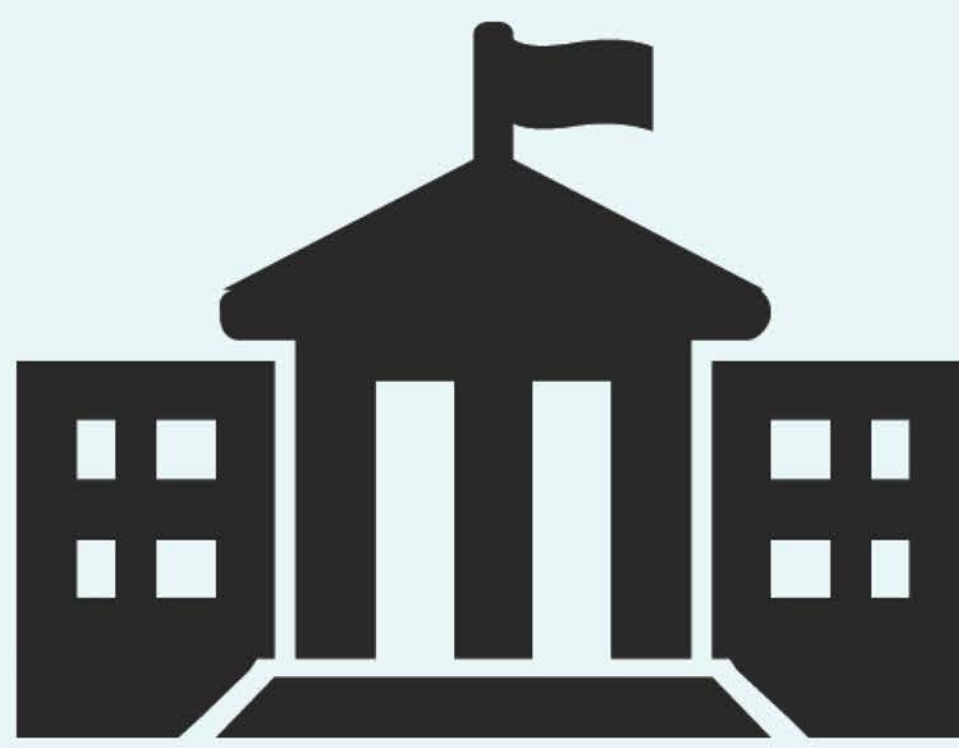
From 2018 to 2022, a phased program will grant people 50%, to ultimately 67% of their salary during 12-week leave. The most robust state mandated benefits in the Nation.



33% of public universities with 150 or more employees offer paid family leave

33% of librarians at public universities are not comfortable talking to management

Librarians with flexible scheduling are more likely to find it easy to balance work life and family life



78% of private universities with 150 or more employees offer paid family leave

Librarians at very small (less than 50 employees) private universities are not comfortable talking to management and feel their institutions are not supportive

4 out of 5 librarians at private universities that are not offered paid family leave feel their institutions are not supportive



40% of museums with 150 or more employees offer paid family leave

88% of museum libraries offer flexible scheduling, the highest percentage of library types surveyed

Only 1/3 of museum librarians feel their institution is supportive of new parents

*Data from the Working Parents in Art Information Environments survey sent out to the ARLIS/NA Listserv in January 2017

"Work-life balance is very difficult for everyone, but the added emotional labor (as well as financial and temporal burden) of being a new parent is what really make things difficult. Having additional people in the organization who truly understand this is particularly helpful."

"Since there is no paid leave, I believe the institution is not fully supportive of new parents."

"I love my job and I love my child, yet the two are at such odds that I feel like I am about to break."

"Flexibility ... should be seen not as a perk to work around the inconvenient fact that some people have children but as a way of enhancing the performance (and happiness) of both men and women, parents and the childless alike." -Cali Yost