

Adoptive Leave Benefit

Surveying Universities and Colleges December 2001

| Big Ten Universities | Leave Time | Subsidy |
|---------------------------------------|---|-------------------------------------|
| UI/ISU/UNI | 5 sick days | none |
| University of Illinois | 2 weeks parental leave from accrued sick | none |
| University of Indiana- Bloomington | PTO - 30 days | none |
| University of Minnesota | 2 weeks paid adoptive leave | none |
| University of Wisconsin | up to 6 weeks accrued sick if care is required/no need for child to be sick(norm is 1 to 2 weeks) | none |
| Ohio State University | 2 weeks accrued sick leave | \$4000 |
| Northwestern | FMLA | none |
| Michigan State University | FMLA | none |
| Purdue | FMLA | none |
| University of Michigan | FMLA | none |
| Penn State University | | recommending \$2500 |
| Other Universities/Colleges | Leave Time | Subsidy |
| Colorado University | accrued sick | none |
| University of Arizona | accrued sick | none |
| University of Maryland | 30 sick days | none |
| University of North Carolina | accrued sick/vacation | none |
| University of South Carolina | 6 weeks accrued sick | none |
| Harvard | paid adoption leave | up to \$5000 |
| New York University | FMLA | \$5000 (special needs \$6000) |
| John Hopkins | FMLA | \$2500 |
| Dartmouth | FMLA | \$5000 |

| <u>Iowa City Businesses</u> | <u>Leave Time</u> | <u>Subsidy</u> |
|------------------------------------|--------------------------|-----------------------|
| Mercy Hospital, Iowa City | PTO | \$1000 |
| Mercy, Cedar Rapids | PTO | |
| St. Luke's | PTO | |
| ACT | FMLA | none |
| Iowa City School System | 5 days of accrued sick | none |
| Kirkwood Community College | FMLA | none |
| Mayo Clinic | FMLA | up to \$5000 |