

2016

BEST
ADOPTION-FRIENDLY
WORKPLACE

signature program
Dave Thomas
Foundation for Adoption.

Foster Care Benefits



Company	Foster Parent Paid leave	US employees
Adidas America	2 weeks	8500
Akin Gump Strauss Hauer & Feld LLP	<p>In the case of an employee fostering an infant (newborn to one year of age) with adoption provisional, the firm has followed the adoption leave policy:</p> <p>*for primary caregivers - 18 weeks of paid leave for attorneys, 8 weeks of paid leave for staff (salary continuation contingent on length of service and subject to a 30-day elimination period for non-exempt staff)</p> <p>*for non-primary caregiver attorneys - 4 weeks of paid leave</p> <p>Foster placement is covered under the FMLA, so an employee can take 12 weeks of leave for a non-infant (and additional if state/local laws allow), but the firm doesn't have paid parental/family leave in place for this situation.</p>	1476
Alaska Airlines	2 weeks	11829
Alston & Bird LLP	Our parental leave policy is flexible to include foster parents. If someone became the primary care giver of a foster child, they would be eligible for up to 18 weeks of paid primary care giver parental leave.	1555
America's Christian Credit Union	A family leave of up to 6 weeks off is offered to employees to allow time for travel, logistics, and bonding with the adopted or foster child or children. Payment to the foster staff member would typically be available through California's paid family leave program.	89
American Academy of Pediatrics	Our foster paid leave program mirrors paid leave for adoption.	450
Analog Devices, Inc.	2 weeks of paid parental leave is available for foster parents with newly placed child.	3200
Baker Tilly Virchow Krause, LLP	6.4 weeks	2620
Barilla America, Inc.	<p>Foster Parental Paid Leave is two (2) weeks - We provide employees with up to two (2) foster care leave per year.</p> <p>This allows the employee with bonding time after placement in their home and also to help the child to adjust to their new surroundings..</p>	483
Bloomberg	18 weeks for primary caregivers and 4 weeks for secondary caregivers, one time in a single rolling forward 12-month period.	9807
Brinker International	1 week	61026
Cambridge Family and Children's Service	<p>1 week.</p> <p>This additional paid leave time can be added to any sick, vacation or personal time they have earned. The potential result of this is that they will have 13 weeks of paid time off during the course of a year to bring a foster child into their home.</p> <p>Our EAP benefits are available to Foster Parents and their foster children.</p>	125
Capital One Financial	<p>Our Parental Leave program grants foster parents time off to care for and bond with the children they welcome into their homes.</p> <p>If the foster parent or parents are eligible and approved for FMLA at the time of the child's placement in the home, we are proud to offer:</p> <ul style="list-style-type: none"> * 6 weeks of paid time off, taken consecutively * Plus an additional 6 weeks of FMLA time <p>Our associates use all but one week of their earned vacation (exempt associates) or PTO (non-exempt associates) prior to going into an unpaid status.</p> <p>In addition, we give associate foster parents 4 additional weeks of paid or unpaid leave that can be taken at the end of their FMLA leave. If associates still have PTO or vacation time available, they can use all or part of this time to be paid during the last 4 weeks of leave.</p> <p>If the foster parent or parents are not eligible for FMLA, but have been employed for 90 days at the time of the child's placement in the home, we provide 6 weeks of paid time off, to be taken consecutively.</p>	42243

Children's Hospital Of Wisconsin	They can apply for FMLA and personal leaves each would be up to 12 weeks per year.	5000
ConAgra Foods, Inc.	2 Weeks	32000
Cystic Fibrosis Foundation	10 weeks	550
Eli Lilly and Company	One work week of paid parenting leave.	18241
First Horizon National Corporation	Foster parents receive one week of fully paid leave and then up to 16 weeks of job guaranteed unpaid leave	4300
First Reliance Bank	6 weeks	125
Hasbro, Inc.	10 weeks	2500
Huntington National Bank	Huntington allows colleagues to take up to 5 Family Time Off days for the placement of a foster child.	12000
Johnston Animal Hospital	Regular full-time team members who return on schedule from an approved unpaid leave of absence qualify for 40 hours pay after they return to their regular work schedule.	13
KPMG LLP	Primary caregiver: partners and employees are eligible for 6 weeks of paid leave to be used within 6 months following the placement for foster care. Non-primary caregiver: partners and employees are eligible for two weeks of paid time off at 100% of their weekly base earnings. These two weeks can be taken consecutively or intermittently within 6 months from the date of placement for foster care.	30301
Kohlberg Kravis Roberts & Co. L.P.	16 weeks	776
Latham & Watkins LLP	4 weeks	3573
Liquidnet	8 weeks of paid leave with an additional 4 weeks of unpaid leave. Employees can also use their vacation time to substitute unpaid leave.	218
Microsoft Corporation	12 weeks of paid Parental leave. Vacation and sick leave can also be utilized.	60000
New York City Economic Development Corporation	up to 12 weeks	475
New York University	6 weeks	10000
Nippon Life Insurance Company of America	We offer up to six weeks of paid parent leave (1 week at a rate of 100% of current salary per each week of service). The remaining time (of the 6 weeks) is paid at a rate of 60% of current salary up to 6 weeks.	89
Northwestern College	Paid leave follow our FMLA policy which provides a minimum of 4 weeks for 1-4 years of service, 8 weeks at 5 years of service and 12 weeks at 10 years of service for faculty and academic year appointments. Staff can use accrued sick, vacation and personal time.	310
Novo Nordisk Inc.	Foster parents are eligible for the same parental leave benefits offered to adoptive parents. They can receive up to 12 weeks of job protected leave (whether eligible for FMLA or not), with up to 6 weeks of that leave being paid at 100% of salary.	5448
Old National Bancorp	Two weeks of fully paid leave within eight weeks of placement of a child	3020
PwC	6 weeks	41000
Robins & Morton	8 weeks	1513
S&P Global	3 weeks of Paid Parental Leave	6000
SSPR LLC	6 weeks paid leave and 6 weeks reduced work schedule (30 hours of week) at full salary.	63
Scripps Networks Interactive	Employees receive three (3) weeks of paid leave at 100% of their regular base pay following legal placement of the child (under the age of 18) in their home. Paid Foster Care/Legal Guardianship Leave must be taken within 12 months of the legal placement date and can be taken continuously or intermittently.	1750
Sierra Club	6 weeks of paid leave	600
Snapchat, Inc.	6 weeks	965
Takeda Pharmaceuticals	2 weeks	6500
The WhiteWave Foods Company	We currently offer two weeks of paid leave.	4000
Time Inc.	2 weeks paid leave	3200
University of Notre Dame	Effective July 1, 2016 new Parental Leave program offers 4 weeks of paid leave for mothers and father of foster-care placement of a minor child under age 18.	5500
Viacom	Foster parents have access to 6 weeks of paid time off.	7000