

3M Expands Parental Leave Benefits to 10 Paid Weeks for Moms and Dads

Science-based company 3M announced the expansion of its U.S. parental leave benefits starting January 1, 2017. These benefits now extend to both biological and adoptive parents and increases the allotted time off to 20 weeks, which includes 10 paid weeks. The expanded benefits are part of 3M's continuing commitment to support greater work-life balance across the company.

"We want our people to know that they can thrive at work and at home," said Marlene McGrath, 3M senior vice president of Human Resources. "Welcoming a child into a family is a special time for a parent. Our new policy provides parents with more time off for this important life event and contributes to building healthy families and better performance at work. This change is an investment in our people and our company's success."

3M employees across the company spurred on the new policy through their input, including Tom Besonen, a Lean Six Sigma Black Belt and father to three children.

"I've experienced how difficult it can be juggling work while trying to handle the needs of a new child and family dynamic," said Besonen. "This new policy allows both moms and dads the time they need to manage their new responsibilities at home without falling behind at work."

New mom and Social Media Content Creator Carrie Simon said, "For parents, there is a lot going on at home when you have a new child in the family. Knowing your employer supports you while you care and bond with your child and adjust to such a life changing event is a big weight off your shoulders."

The new parental leave policy is designed to support and enable parents to play active roles in nurturing their families. The plan provides 10 weeks of paid parental leave and 10 weeks of unpaid leave with an option to work part time. Biological mothers will continue to receive 6 to 8 weeks of short-term disability time off, for a total of 28 weeks of maternity leave.

About 3M

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