



# WP Workplace Perspective

Raising The Bar At Workplaces Everywhere!

## EPISODE # 37 – TRUE IMPACT OF PAID PATERNITY LEAVE: ROB WILSON

March 11, 2020 by Melissa DeLacy In No Comments



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Rob Wilson

Today's guest is Rob Wilson, President of Employco USA . SAFFIRE LEGAL PC's founder and principal attorney Teresa McQueen talks with Rob about his thoughts on the true cost of providing paid Paternity leave. Rob will discuss his perspective – based on the findings of a Danish research project – on how businesses can actually increase retention and recruitment through paid paternity related leave.

This show also offers a brief comment on the emerging COVID-19 pandemic as it continues to spread across the nation impacting our personal lives as well as our workplace relationships.

Workplace Perspective is a regular podcast series for employers and employees focusing on education, training, and the law to help organizations of all sizes develop and maintain successful employer / employee relationships.

*“76% OF MEN WHO TAKE PAID PATERNITY LEAVE RETURN TO WORK WITHIN 1 WEEK.” – ROB WILSON*

### Highlights From This Week's Workplace Perspective:

- According to Rob Wilson, workplace culture heavily influences when/if men take paternity leave.
- The overall goal in pushing for paid paternity leave is the desire to provide parents the opportunity to become involved in their children's lives from the earliest possible moment.
- Positive impacts of improved recruitment and retention outweigh the perceived negative impacts associated with alleged financial burdens and downturns in productivity due to paid leave.
- More and more large employers such as Starbucks, General Mills, and Lowe's Hardware, are taking the initiative and providing paid parental leave.

### Rob's Tips for Those Interested In Increasing Paid Parental Leave

- Advocate within your organization by bringing the issue of paid parental leave to the attention of top management or your Human Resources Team.
- Contact your state and federal representative and encourage them to bring attention to the issue.
- Join a local, state or national organization and lend your voice!

Thank You To:

[Rob Wilson](#)

Paul Roberts

(Engineer/Associate Producer Extraordinaire!)

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