



FOR IMMEDIATE RELEASE
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Bay Mills Indian Community enacts parental leave policy

BAY MILLS — Bay Mills Indian Community is recognizing the needs of families by instituting a new maternity/paternity leave policy. Parents can now request up to 12 weeks of paid leave when they welcome a new baby to their family, or adopt a child age five and under. The policy is designed to give families bonding time just after birth or adoption.

“We are proud to announce the establishment of a comprehensive paid parental leave policy for the Bay Mills Indian Community,” said Whitney Gravelle, president of Bay Mills Indian Community. “In keeping with our traditions of family and community, this initiative reflects our deep respect for the sacred bond between parent and child, and for the sacred journey a new spirit undertakes from the spirit world. By providing this support, we honor the importance of nurturing our future generations, ensuring that our children grow up surrounded by love, care, and the wisdom of their parents during these critical early months.”

This initiative came about in discussions with the Executive Council regarding employee benefits. According to a 2023 World Policy Analysis Center report, 63% of 186 countries worldwide guarantee paid parental leave for fathers. For women, 96% , provide some pay to women during maternity leave. The United States is the only high-income country, and one of only eight countries in the world that does not mandate paid leave for mothers of newborns. In the U.S., only 27 percent of workers have access to paid parental leave.

“We always want to do right by our employees, and oftentimes the birth or adoption of a new child can be one of the most stressful times for families, due to the growth and care that is needed. We want to be in a position where we are supporting our families and setting them up for success,” added Gravelle.

To be eligible for leave, employees must have worked for BMIC for at least 12 months. Each week of paid parental leave is compensated at 100 percent of the employee’s regular, straight-time weekly pay. Paid parental leave will be paid on a biweekly basis on regularly scheduled pay dates. Employees are eligible for this benefit once every 12 months. Approved paid parental leave may be taken at any time during the 6-month period immediately following the birth, adoption, or court ordered guardianship placement of a child with the employee.

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Media questions can be directed to Shannon Jones, newspaper@baymills.org.