

Rick's Dilemma

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 Rick's Dilemma is a classic business case study that explores the ethical and financial challenges faced by a company's CEO. The case is set in a large, multi-national corporation and focuses on the CEO's decision to either continue with a controversial project or to shut it down.

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Rick's Dilemma

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- Bob's wife is about to have twins and is requesting that he takes advantage of his company's 6 week paternity leave.
- He is worried about how his job will be affected, the stigma of a father staying home, and what his co-workers will think of him.
- He planned on taking maybe a few days off but never imagined taking full advantage of his company's "family-friendly" policy.
- His wife feels like she will be overwhelmed with the kids and will really need his help. He wants to help his wife but doesn't think he can give up his work.



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- He thinks about how his absence will affect his team (4 others that do audits with him); they will have to pick up his lack of work.
- He knows that, in the past, when others have taken off, he has hated that they have been allowed to do that, even though there are policies in place that let them.
- Even with the policies, not a whole lot of people take off work because it puts more of a burden on their teammates.
- Will he be a hypocrite for taking off 6 weeks or more? Bob runs it through his mind how his 4 teammates will react, as well as his supervisor.
- He thinks that the ones with kids will be on his side, while those concerned about the workload won't be.
- In the end, he's trying to figure out just how much leave to take, while at the same time deciding who would/wouldn't support his decisions.

Top 6 companies with strong paternity leave in the U.S.

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- Reddit: 17 weeks
- Facebook: 16 weeks
- Bank of America: 12 weeks
- Yahoo: 8 weeks
- Patagonia: 8 weeks
- Google: 7 weeks
- Twitter: 6 weeks
- Arnold and Porter: 16 weeks

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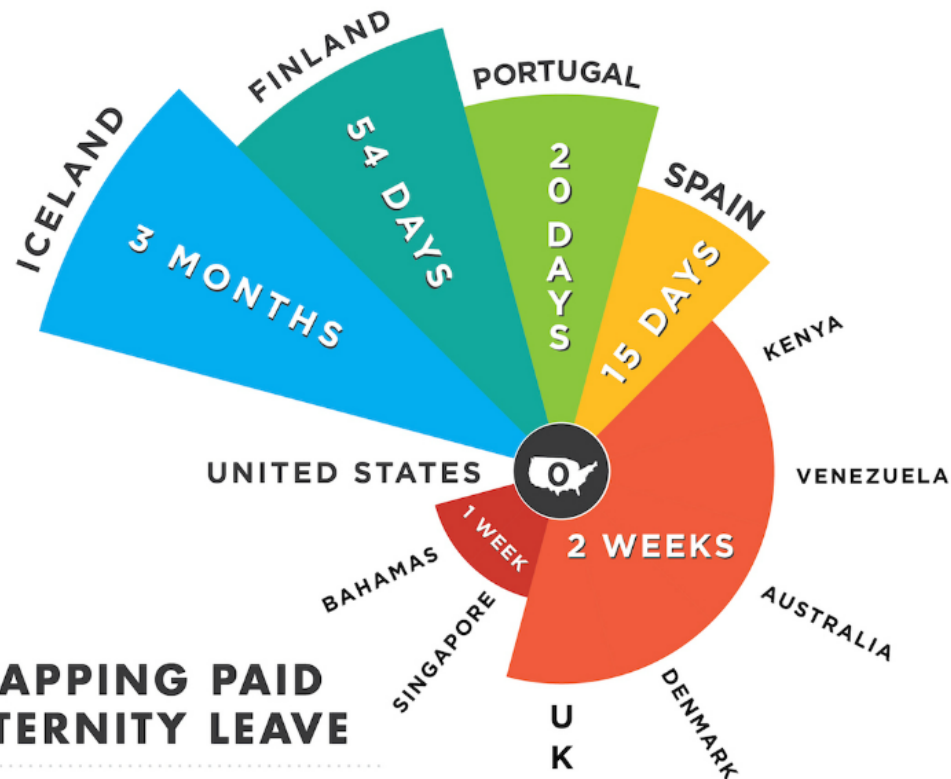
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Paternity Leave around the World

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MAPPING PAID PATERNITY LEAVE

HOW MUCH TIME DO OTHER COUNTRIES GUARANTEE COMPARED TO THE U.S.?

THINKPROGRESS

Top 8 companies with strong paternity leave in the U.S.

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Reddit: 17 weeks
Facebook: 16 weeks
Bank of America: 12 weeks
Yahoo: 8 weeks
Patagonia: 8 weeks
Google: 7 weeks
Twitter: 6 weeks
Arnold and Porter: 18 weeks

Why Men Don't take Paternity Leave

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"Dads barely take any time off after the birth of a child, according to a study of working fathers by the Center for Work and Family at Boston College. Three quarters of men who don't receive paternity leave take off work for a week or less after the birth of a child, and 16% are unable to take any days off."

"But even when offered paternity leave, studies show most men won't take it. A 2012 study of tenured track college professors found that only 12% of fathers took paid parental leave when it was offered compared with 69% of mothers. When new dads in the study did take paternity leave, many were still involved in projects at the office."

Paternity Leave and Legislation

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- Family and Medical Leave Act of 1993
- Requires companies with more than 50 employees to provide 12 weeks of unpaid leave for new parents
- The 14 percent of companies that do offer paid leave do so by choice.
- 20% of companies that are supposed to comply with the law, meanwhile, still don't

(2014 National Study of Employers
by the Families and Work Institute)