



April 1, 2025

International Union of Operating Engineers Introduces Paid Maternity Leave for Members Across North America

Parento Partners with IUOE to Provide Supportive Paid Maternity Leave Across its International Membership

WASHINGTON, DC: The International Union of Operating Engineers (IUOE) has partnered with Parento, leaders in paid parental leave, to announce a significant enhancement to its member benefit packages. Beginning April 1, 2025, eligible IUOE members will have access to twelve weeks of paid maternity leave to bond with a new child.

“At the International Union of Operating Engineers, we understand that family is the foundation of a strong community and a stronger union. No one knew this better than General President James T. Callahan, and on behalf of our entire General Executive Board, I would like to thank him for having the vision to initiate this paid maternity leave benefit program”, said General President John L. Downey. “This new benefit helps our members prioritize their families during life’s most important moments without sacrificing financial security.” The IUOE, a member of AFL-CIO, is one of North America’s most prominent and respected labor unions, representing heavy equipment operators and stationary engineers in various industries across the United States and Canada.

Only 27% of private sector employees have access to paid parental leave, with often limited coverage for hourly and manufacturing sector employees. The expansion of paid maternity leave to a blue-collar workforce signals a shift in workplace trends and the need for more comprehensive family-friendly solutions. “Paid parental leave is a dealbreaker across industries, from STEM to sanitation, factory to pharmaceuticals, we’re seeing it become a clear front-runner in employee and member-mandated policies,” reported Parento CEO Dirk Doebler.

Parento will also extend its parent experience program and leave and claims support to eligible members, offering a hyper personalized parental leave experience.

This partnership will support thousands of IUOE members across both the United States and Canada who lack access to Short Term Disability (STD) or Paid Family Leave (PFL) benefits, either through their employer or the state.