



2018 DMEC Business Impact of Paid Leave Pulse Survey

ABOUT THE SURVEY

In the last few years, our country has seen a constantly shifting landscape of paid family and paid parental leave laws cropping up across many states and municipalities. Additionally, employers from many industries are adopting or expanding such programs for their organizations, either in response to legislative updates or to enhance their benefits offerings. One of the main challenges cited by employers in this effort lies in understanding the return on investment (ROI) of paid leave programs.

DMEC and Panorama Global partnered together to collect data on how 256 respondents are managing their leave offerings. We continued the paid leave conversation in an interactive workshop at the 2018 DMEC Annual Conference in August, which focused on understanding the business impact of paid family and medical leave. Workshop participants reviewed the survey findings, discussed trends, and took a deeper dive into the data of ROI.

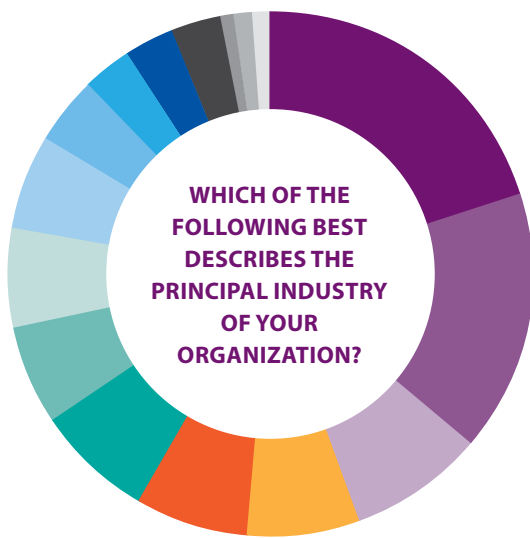
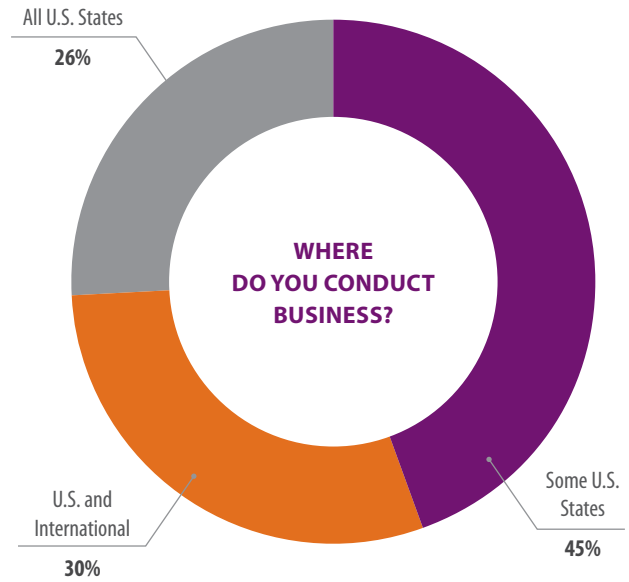
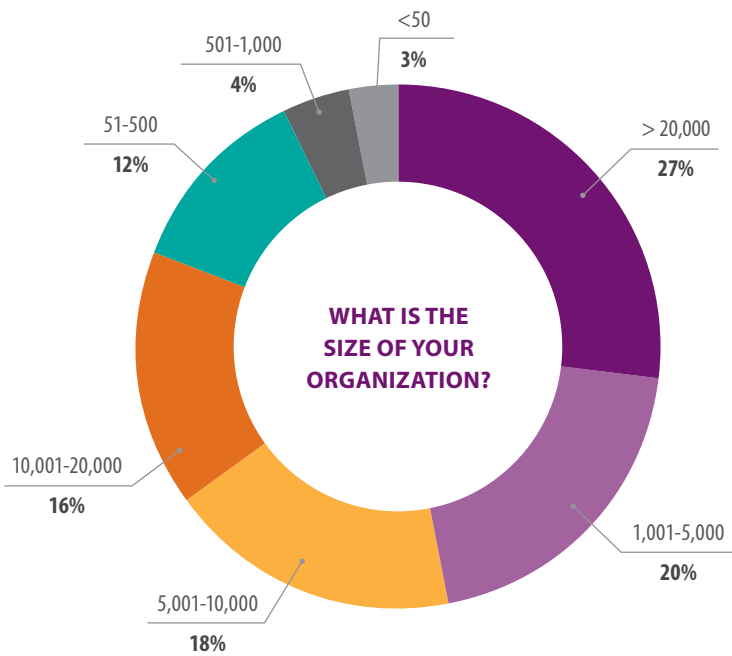
SURVEY DEFINITIONS AND PARAMETERS

Below are the definitions set out at the beginning of the survey to ensure that all respondents had the same starting point.

- **Paid Parental Leave:** Paid leave for new parents to care for and bond with a child who has joined the family through birth, adoption, or foster care placement
- **Paid Caregiver Leave:** Paid leave for employees to care for a family member with a serious health condition
- **Primary Caregiver:** Parent, family member, or guardian who has self-identified as the person who takes primary responsibility for a child
- **Secondary Caregiver:** Parent, family member, or guardian who has self-identified as the person who supports or partners with primary caregiver to care for a child

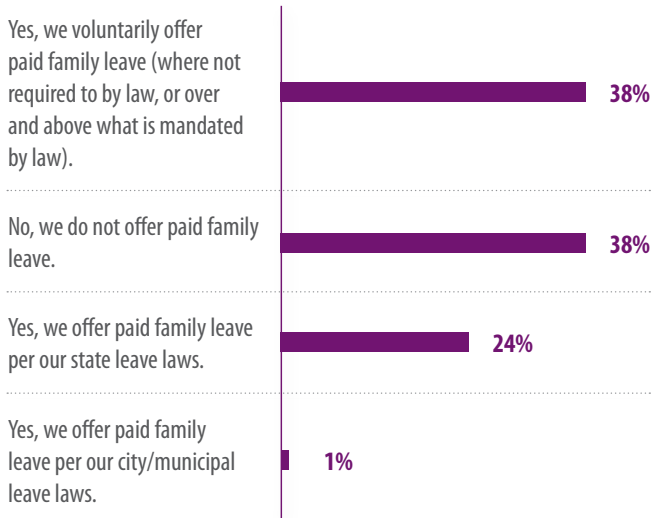
The survey focused on **company-sponsored paid family leave programs**, not those mandated by federal, state, or local law, except where the company-sponsored program went over and above what is mandated. Also, not included were programs like short-term disability and worker's compensation programs, which may pay employees for being out of work for a period of time, but are not generally considered under the umbrella of company-sponsored paid family leave programs.

RESPONDENT DEMOGRAPHICS

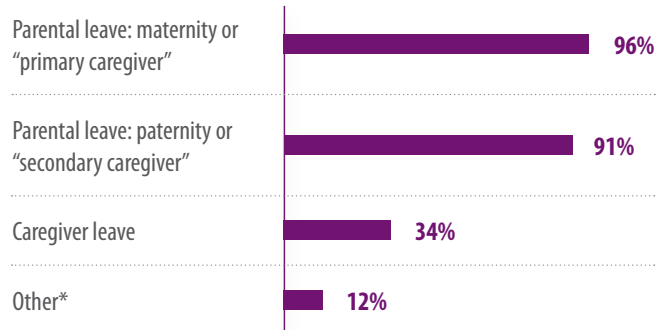


- 20% | Healthcare
- 16% | Construction/Engineering/Machinery/Manufacturing
- 8% | Utilities
- 7% | Apparel/Electronics/Retail
- 7% | Biotechnology/Technology
- 7% | Banking/Finance
- 6% | Other
- 6% | Education
- 6% | Government
- 4% | Entertainment/Media/Recreation/Telecommunications
- 3% | Brokers/Insurance/TPAs
- 3% | Nonprofit
- 3% | Food & Beverage/Hospitality
- 1% | Agriculture
- 1% | Chemicals
- 1% | Consulting

DOES YOUR COMPANY OFFER PARTIALLY OR FULLY PAID FAMILY LEAVE?

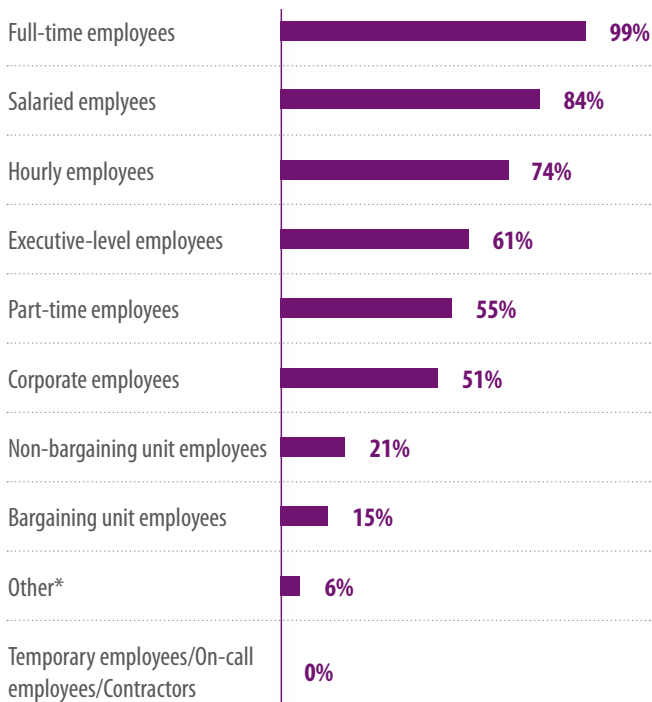


WHAT TYPE(S) OF PAID LEAVE DOES YOUR COMPANY OFFER? CHECK ALL THAT APPLY.



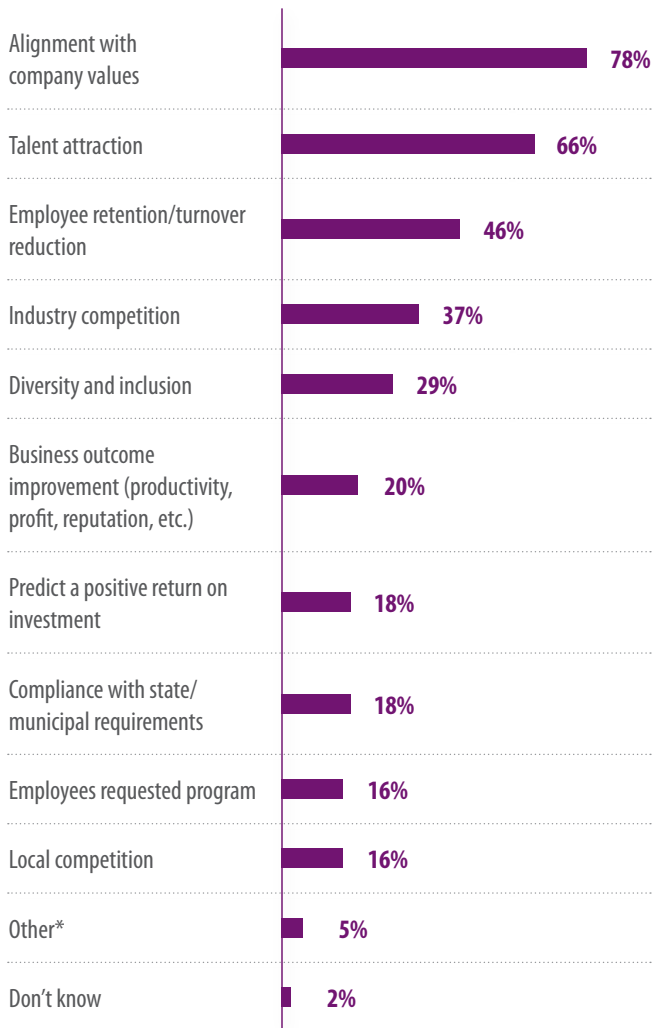
*Other responses included military, personal, and illness.

WHAT EMPLOYEE POPULATIONS ARE ELIGIBLE FOR PAID FAMILY LEAVE? CHECK ALL THAT APPLY.



*Other responses included all employees working 20 hours or more and bargaining units that do not have a different offering.

WHAT WAS YOUR COMPANY'S MOTIVATION FOR ADOPTING PAID FAMILY LEAVE? SELECT THE TOP THREE REASONS.



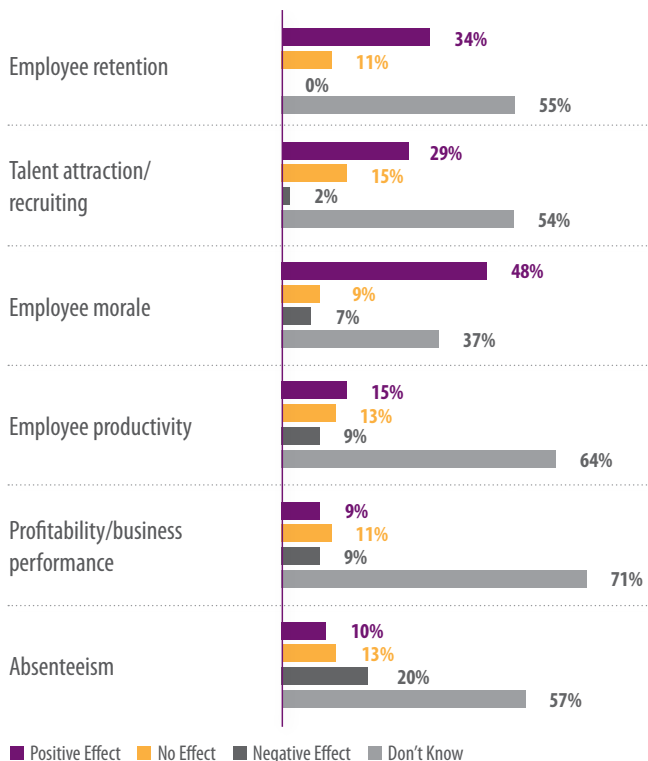
*Other responses included tax benefit, the "right" thing to do, and bargaining contracts.

IN WHICH OF THESE AREAS ARE YOU TRACKING PAID LEAVE'S IMPACT? CHECK ALL THAT APPLY.



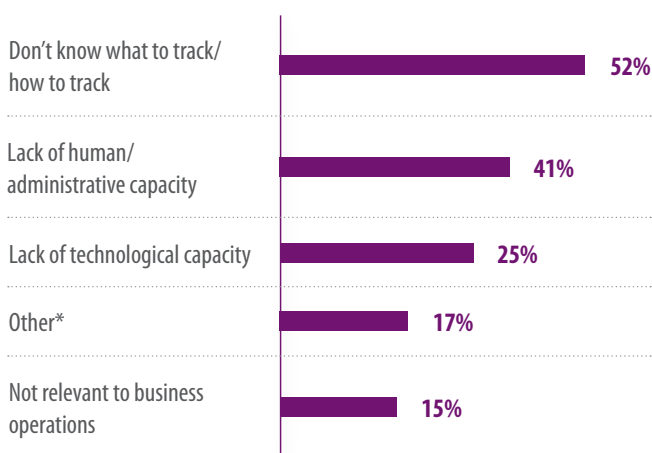
*Other responses included usage only, better outcomes on maternity medical claims, and not formally tracking but listening to employee feedback.

HOW HAVE YOU SEEN EVIDENCE OF PAID FAMILY LEAVE'S IMPACT IN YOUR ORGANIZATION?



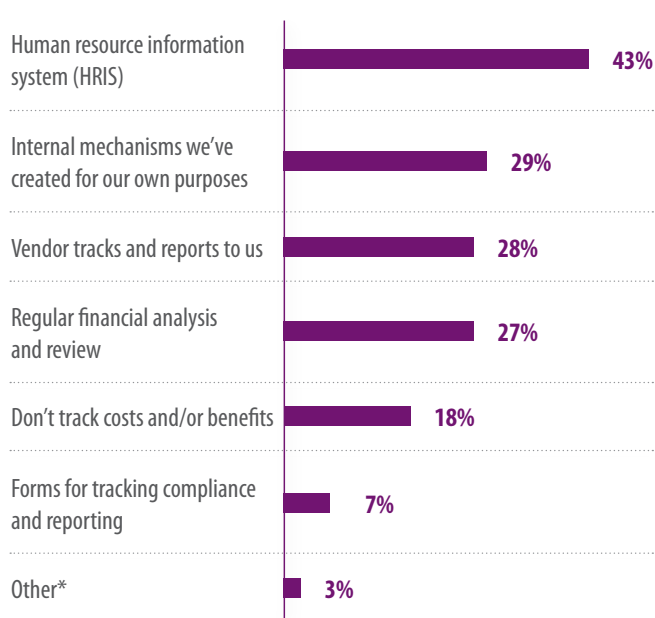
*Other responses included too early to identify impact and program just implemented.

PLEASE TELL US WHY YOU ARE NOT TRACKING PAID LEAVE'S IMPACT. CHECK ALL THAT APPLY.



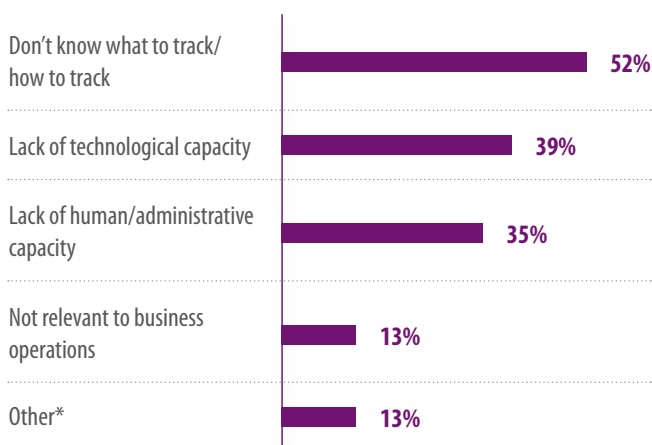
*Other responses included organization leadership has not requested tracking, only offer paid leave where mandated by law, and not relevant at this time.

HOW DO YOU TRACK THE COSTS AND/OR BENEFITS ASSOCIATED WITH YOUR PAID LEAVE PROGRAMS? CHECK ALL THAT APPLY.



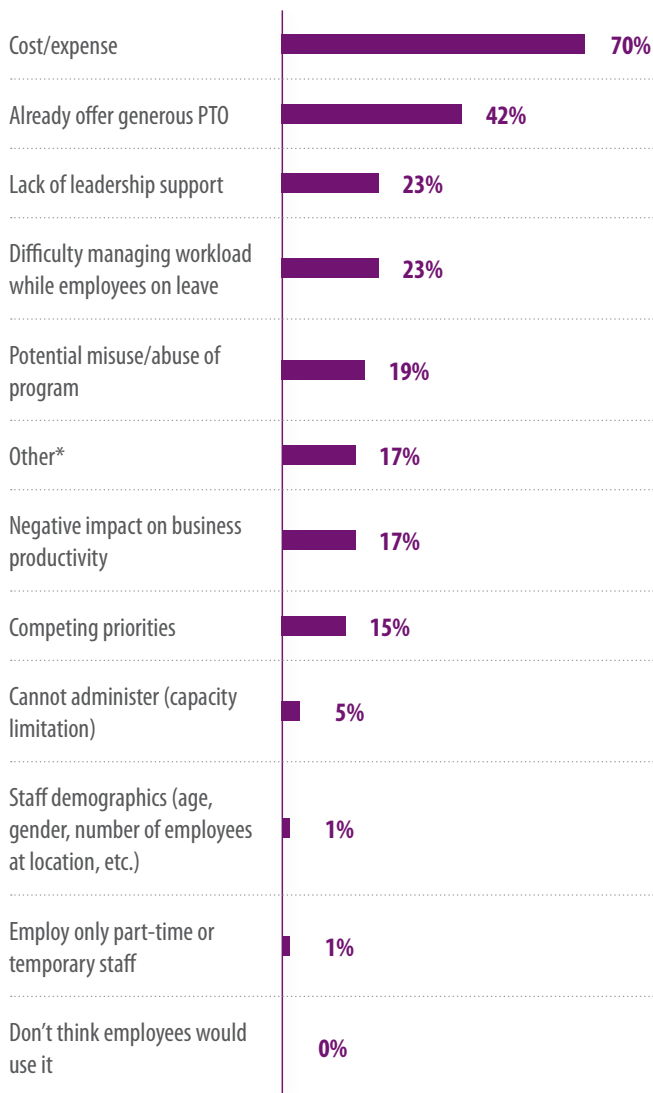
*Other responses included time reporting system.

PLEASE TELL US WHY YOU ARE NOT TRACKING COSTS AND/OR BENEFITS ASSOCIATED WITH YOUR PAID LEAVE PROGRAMS. CHECK ALL THAT APPLY.



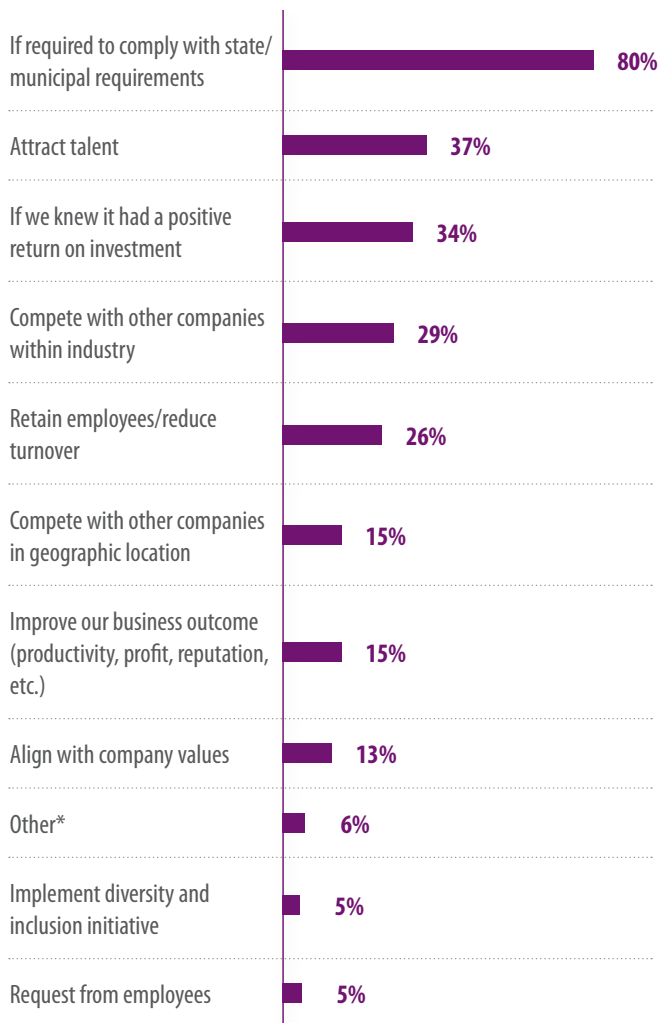
*Other responses included little use and only provide paid leave where mandated.

PLEASE SELECT UP TO THREE REASONS WHY YOU ARE NOT OFFERING PAID FAMILY LEAVE.



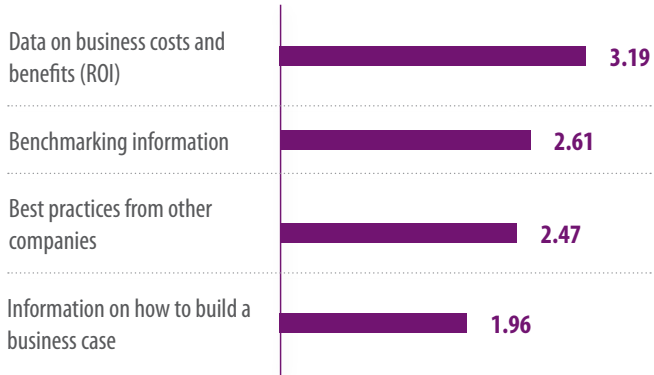
*Other responses included will likely implement in the future, leave is currently paid through PTO and disability, and offer short-term disability and run concurrently with PTO.

WHAT WOULD COMPEL YOUR COMPANY TO OFFER PAID FAMILY LEAVE? SELECT THE TOP THREE REASONS.



*Other responses included currently looking to implement and if we knew we wouldn't be caught up in media scrutiny.

WHAT KIND OF INFORMATION WOULD BE HELPFUL TO YOU IN CONSIDERING PAID LEAVE AT YOUR COMPANY? PLEASE RANK THESE AREAS OF INFORMATION IN ORDER OF IMPORTANCE (1 BEING MOST HELPFUL AND 4 BEING LEAST HELPFUL).



This survey was completed in partnership with



PANORAMA