

# A patchwork of complex state regulations makes it harder for large employers to offer paid leave.



## EMPLOYERS ARE PAYING THE WAY

Large, multistate employers provide the gold standard in paid leave benefits, often going well beyond typical family and medical leave.

- ✓ Parental leave
- ✓ Family leave
- ✓ Medical leave
- ✓ Sick leave
- ✓ Safe leave
- ✓ Maternity leave
- ✓ Bereavement leave
- ✓ Wedding leave
- ✓ School event leave

These innovative, flexible benefits provide financial security, job protection, better work-life balance and improved productivity for workers. **Large employers are MORE THAN TWICE AS LIKELY to offer paid leave.**

Often these paid leave provisions far exceed national averages. Among ERIC member companies,



**100%**

PROVIDE SHORT-TERM AND LONG-TERM DISABILITY LEAVE



**90%**

PROVIDE PAID PARENTAL LEAVE



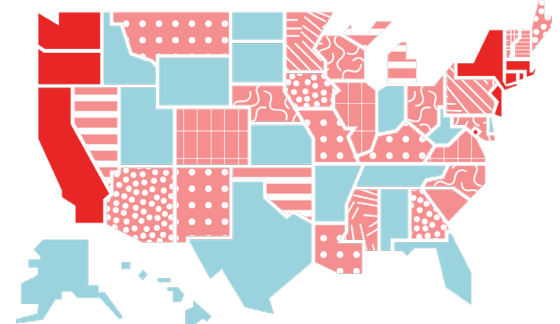
**65%**

PROVIDE PAID FAMILY LEAVE TO CARE FOR A SICK FAMILY MEMBER

## A DAUNTING COMPLIANCE CHALLENGE

Nine states have established paid family and medical leave insurance programs while 14 states and 22 cities and counties require paid sick leave as of late 2020. On top of this, 40 states considered more than 340 bills related to paid leave in 2020 alone.

**The result? NO TWO STATES ARE THE SAME.** Standards and requirements are inconsistent and often compete, resulting in unequal or lesser leave for employees who would otherwise have better benefits.



**64%**

of employers experienced an increase in resources to handle state and locally mandated paid leave in the last 5 years.<sup>1</sup>

**47%**

of employers said that mitigating administrative costs associated with paid leave was their single greatest priority.<sup>1</sup>

**38%**

of large employers have hired third-party administrators to manage tracking, administrative and compliance requirements for their multistate workforce.<sup>1</sup>

1. Mercer, Survey of Absence and Disability Management: 2018 survey report (2018)

Supporting innovative and flexible benefits – and setting an example for others – is the only way to advance our national workforce.

**We need a federal solution to ensure large employers can continue to provide generous paid leave to their employees, regardless of the state where they work.**

ERIC is a national advocacy organization that exclusively represents large employers that provide health, retirement, paid leave, and other benefits to their nationwide workforces. With member companies that are leaders in every sector of the economy, ERIC advocates on the federal, state, and local levels for policies that promote flexibility and uniformity in the administration of their employee benefit plans.