

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
- ✓ General paid time off

These innovative, flexible benefits provide financial security, job protection, better work-life balance and improved productivity for workers. **Large employers are at the forefront of designing and providing these critical paid leave benefits to millions of Americans.**

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

Thirteen states and Washington D.C. have established mandatory paid family and medical leave insurance programs while two states have established voluntary programs. At the same time, at least 18 states and 22 cities require paid sick leave. On top of this, more than 300 bills related to paid leave have been introduced in 46 states in the last two years. The result?

STATE PROGRAMS ARE DIFFERENT. Standards and requirements are inconsistent and often conflict, resulting in unequal or less valuable leave for employees who would otherwise have better benefits.

65%

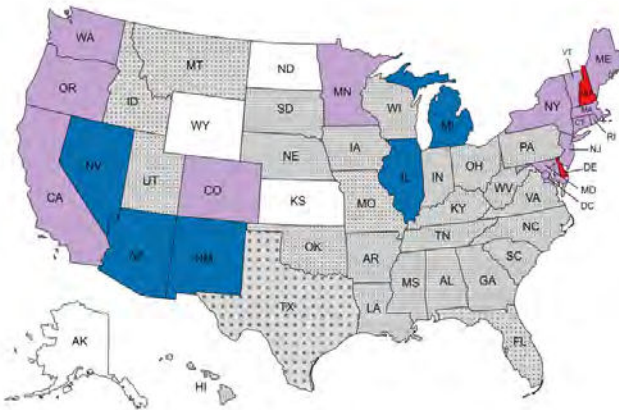
of employers used more resources to handle state and locally mandated paid leave in the last 5 years.¹

46%

of employers have hired third-party administrators to manage tracking and compliance with state and local paid leave requirements; up from 38% in 2018.¹

57%

of employers support a voluntary federal minimum paid leave standard so long as it would provide relief from the patchwork of state and local requirements, while only 9% oppose.¹



1. Mercer, Survey of Absence and Disability Management: 2021 survey report (2021)

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.