

Parental and Family Leave Benefits

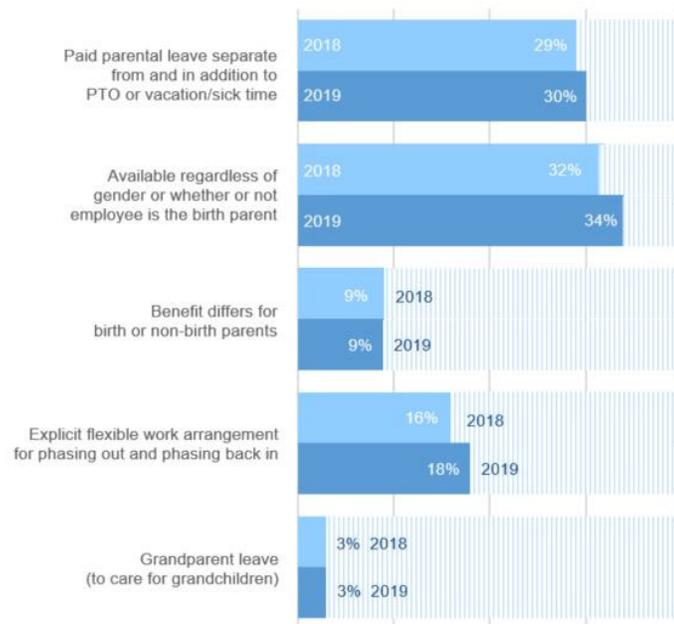
What's Trending



Organizations have been reviewing their parental leave programs in recent years (including paid family leave and paid bonding leave) to comply with changing state and local laws, compete for talent in a competitive job marketplace, and address employee feedback on changing social expectations.

PARENTAL LEAVE BENEFITS

The results of our latest "What's Trending?" Benefits Pulse Survey confirm that respondents are experiencing these same issues. Overall, there was not much activity involving employers changing their parental leave benefits from 2018 to 2019. Similar proportions of employers to those shown in the chart to the right are considering changes in 2020. Both parental leave benefits that are available regardless of employee gender or birth parent status, as well as paid parental leave separate from vacation/sick time are popular for a significant minority among responding organizations.



Number of Weeks Leave in 2019

	Birth Parent	Non-Birth Parent
1 Week	10%	10% ↓ down 1% from 2018
2 Weeks	3%	20% ↓ down 1% from 2018
3-5 Weeks	29% ↓ down 5% from 2018	30% ↓ down 6% from 2018
6-11 Weeks	35% ↑ up 4% from 2018	23% ↑ up 5% from 2018
12+ Weeks	23% ↑ up 2% from 2018	17% ↑ up 2% from 2018

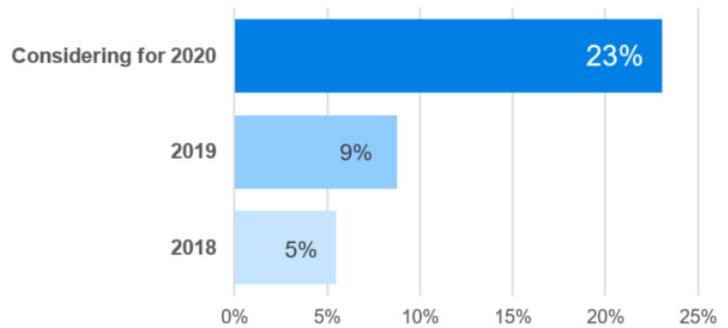
Percent of Pay in 2019

	Birth Parent	Non-Birth Parent
100%	79% ↓ down 2% from 2018	89% ↓ down 3% from 2018
75%-99%	3% ↓ down 1% from 2018	0%
50%-74%	17% ↑ up 2% from 2018	11% ↑ up 3% from 2018
Less than 50%	0%	0%

For those that responded, the number of weeks of available leave increased for both birth and non-birth parents from 2018 to 2019 for the 6-11 weeks and 12+ weeks categories. Yet, the percentage of pay decreased slightly.

FAMILY LEAVE BENEFITS

More employers are considering paid family leave benefits next year that are separate from, and in addition to, PTO or vacation/sick time, and above and beyond the care for newborns/newly adopted children. While only 9% of respondents said they currently offer this benefit, 23% of respondents said they were considering for 2020.



Number of Weeks Leave in 2019

1 Week	0%
2 Weeks	0%
3-5 Weeks	12% ↓ down 8% from 2018
6-11 Weeks	50% ↓ down 10% from 2018
12+ Weeks	38% ↑ up 18% from 2018

Percent of Pay in 2019

100%	57% ↓ down 3% from 2018
75%-99%	0%
50%-74%	43% ↑ up 3% from 2018
Less than 50%	0%

The charts to the left demonstrate what respondents are currently offering for family leave in terms of number of weeks and percent of pay. Employers that offer these benefits have between 3 and 12+ weeks of leave, as well as many offering 100% of pay. As with parental leave benefits, the number of weeks offered is trending up, while the percentage of pay provided is trending down.

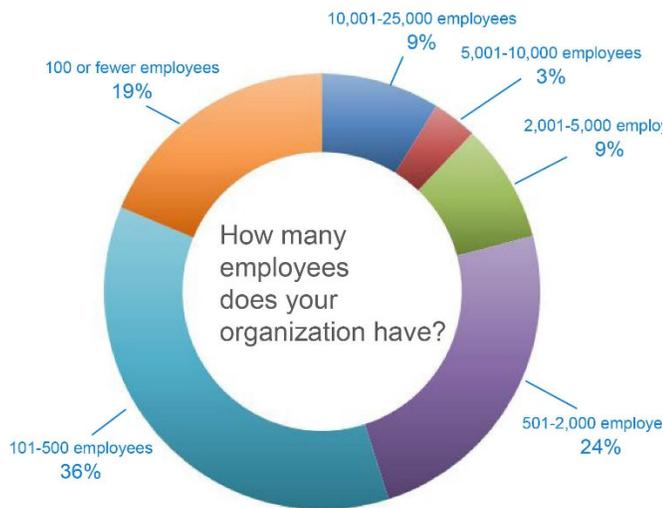
OTHER BENEFITS

We surveyed companies about a number of other benefits they are currently offering 2019.

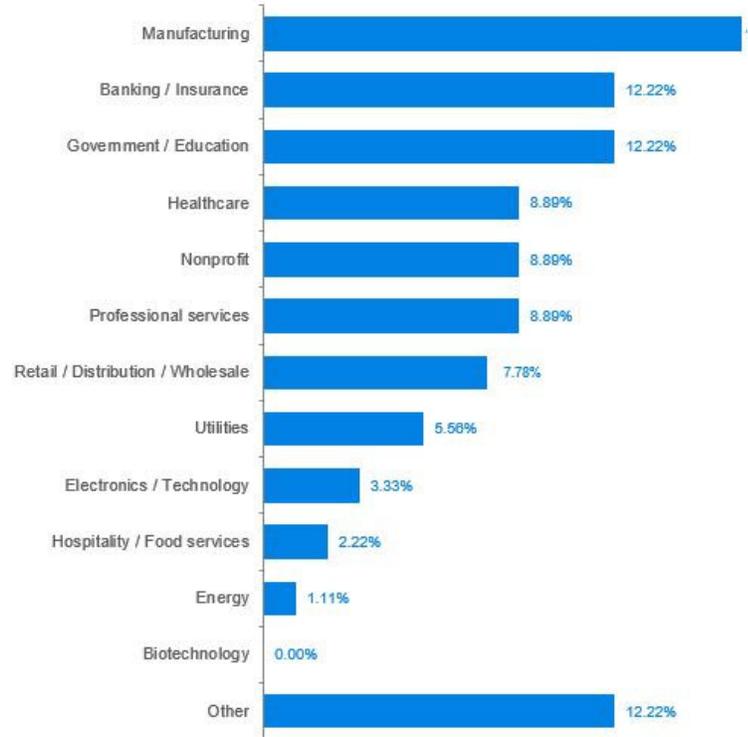
There was considerable attention being paid to tuition assistance (with 62% of respondents indicating they currently offer this benefit in 2019) and telecommuting (43% currently offering). A significant number of employers are considering offering these benefits for 2020. Benefits being considered for new offerings by the most employers in 2020 include student loan assistance, telecommuting, and tuition assistance.

	Offered in 2019	Considering for 2020
Adoption assistance	11%	10%
Elder care services	8%	9%
Child care subsidy	5% ↑ up 1% from 2018	8%
On-site child care	2% ↑ up 1% from 2018	3%
Backup care benefit (for children or elderly/disabled adults)	4%	5%
Tuition assistance	62%	34%
Student loan assistance	2%	16%
Telecommuting	43% ↑ up 2% from 2018	29%

SURVEY RESPONDENTS



Which of the following best describes your industry?



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