

Paid Leave in the Workplace

2024 SURVEY REPORT

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About Research at the International Foundation

The International Foundation conducts surveys and disseminates benchmarking data on a range of employee benefits issues. The purpose of International Foundation research efforts is to enhance the capacity of its members and constituents to understand, design and deliver employee benefits that improve the financial security of plan participants and employees. Survey reports for our longitudinal benchmarking studies and pulse surveys are available for download at www.ifebp.org/research.

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Introduction

In October 2023, the International Foundation of Employee Benefit Plans deployed a survey to U.S. corporations and public employers/governmental entities from the databases of the International Foundation and the International Society of Certified Employee Benefit Specialists (ISCEBS). The study examines the various types of paid leave offerings that organizations provide to their workers and participants. In total, the survey received 301 completed responses.

Data is broken down by sector. Corporate employers consists of both private and publicly held organizations, and public employers consist of governmental entities that are funded by taxpayers (designated throughout by CP and PE, respectively).

Survey results are designed for plan sponsors to benchmark their actions against their peers. The reader is cautioned that the limited sample size and nonrandomized sampling methodology may restrict the extent to which findings can be generalized. Due to rounding, some column percentages may not total 100%. Sample sizes may vary due to “not sure” responses being removed from analysis.

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Paid Leave System

TABLE 1

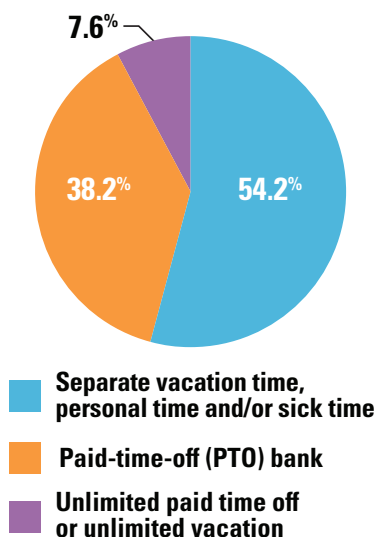
Paid Leave System	Overall (n=301)	CP (n=266)	PE (n=35)
System with separate vacation time, personal time and/or sick time	54.2%	50.0%	85.7%
Paid-time-off (PTO) bank (i.e., a bank of hours in which an employer pools vacation days, personal days and/or sick days)	38.2%	41.4%	14.3%
Unlimited PTO or unlimited vacation	7.6%	8.6%	0.0%

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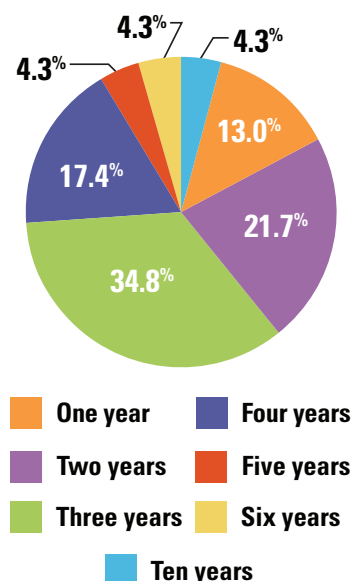
Unlimited Paid Time Off

A small percentage of respondents (7.6%) said they offer unlimited PTO and all are in the corporate sector (Table 1). Most organizations (86.9%) that have unlimited PTO began offering it in the last four years (Table 2). Salaried employees are eligible for unlimited PTO at all of the organizations that offer it, but only 69.9% said executives or C-suite employees are eligible and 47.8% offer it to their hourly employees (Table 4). Most respondents encourage their salaried (69.6%) and hourly (72.7%) employees to take PTO (Table 5). Heavy workload (52.2%) was cited as the top reason that workers don't use unlimited PTO (Table 6).

Which Paid Leave System Does Your Organization Offer to Its Employees?



Years Offering Unlimited PTO



Reasons Workers Do Not Use Unlimited PTO***



***Respondents were asked to select up to two responses.

TABLE 2

Length of Time Unlimited PTO Offered

	CP (n=23**)
One year	13.0%
Two years	21.7%
Three years	34.8%
Four years	17.4%
Five years	4.3%
Six years	4.3%
Ten years	4.3%

TABLE 3

Unlimited PTO Includes Sick Days

	CP (n=23**)
Yes	56.5%
No	43.5%

TABLE 4

Employees Eligible for Unlimited PTO*

	CP (n=23**)
Salaried employees	100.0%
Executives or C-suite	69.9%
Hourly employees	47.8%

*Respondents were asked to select all that apply.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 5

Policy Encouraging Use of Unlimited PTO

	Salaried CP (n=23**)	Hourly CP (n=11**)
We encourage our employees to take PTO, but we do not require a minimum level of usage.	69.6%	72.7%
We do not actively encourage or require employees to take a minimum amount of PTO each year.	30.4%	27.3%

TABLE 6

Reasons Workers Do Not Use Unlimited PTO***

	CP (n=23**)
Heavy workload	52.2%
Days off not supported by organizational culture/stigma	17.4%
Lack of adequate staffing	8.7%
Days off not supported by manager	8.7%
Need to coordinate time off with other staff members	4.3%
Days off not supported by organizational leadership	4.3%
Other	4.3%
Most employees utilize their paid time off.	39.1%
Not sure	13.0%

***Respondents were asked to select up to two responses.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

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Paid-Time-Off (PTO) Banks

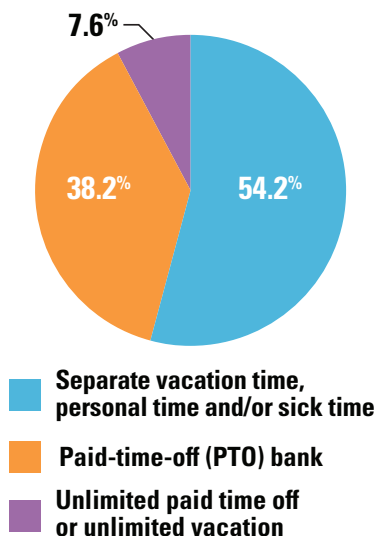
The Paid Time Off (PTO) Banks section excludes public employers/governmental entities due to a limited sample size (fewer than ten respondents).

A paid-time-off (PTO) system provides employees with a bank of combined hours that allows them to use vacation, personal and often sick leave as needed or desired. Nearly four in ten organizations (38.2%) offer a PTO system to their employees instead of separate banks for vacation, personal and sick time (Table 1).

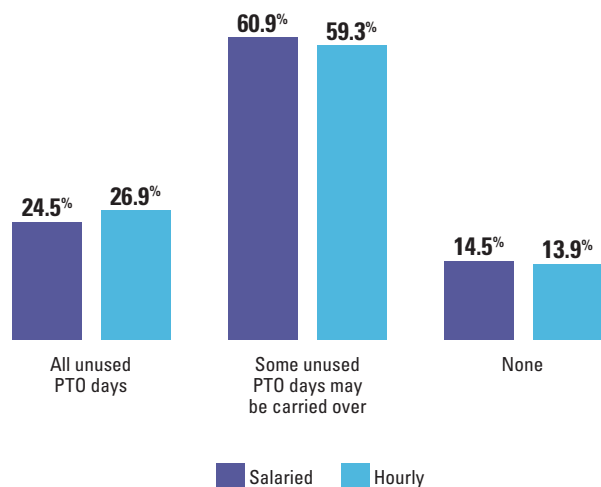
The top three reasons cited for offering a PTO bank are to provide flexibility to employees (71.8%), empower employees (49.1%) and provide equality in PTO (48.2%) (Table 7).

Most respondents base PTO amounts on years of service for salaried (86.4%) and hourly (87.9%) employees rather than providing a flat number of PTO days (3.6% for salaried and 1.9% for hourly) (Table 8). As expected, the amount of PTO increases with length of service. Table 9 displays PTO amounts allotted to salaried employees, and Table 11 displays PTO amounts for hourly employees.

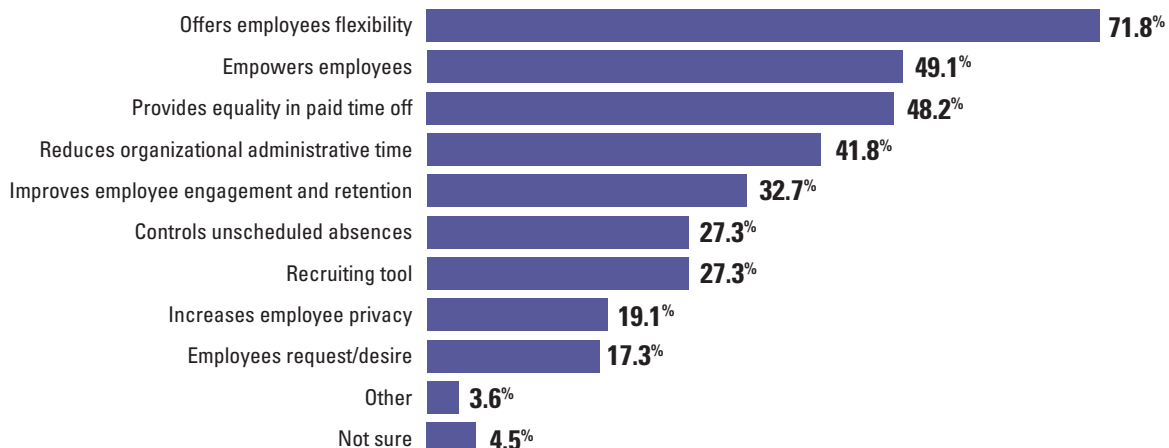
Paid Leave System Offered to Employees



PTO Carryover Policy



Reasons for Offering Paid-Time-Off (PTO) Plan*



*Respondents were asked to select all that apply.

Less than half of organizations (41.8%) allow PTO advances (Table 12), and only 11.3% have a policy that states the maximum number of PTO days employees may take at one time (Table 13). Most organizations (81.8%) do not have blackout periods when PTO can't be used (Table 15). Organizations often allow workers to carry over their unused PTO to the following year. Respondents reported similar PTO carryover policies for salaried and hourly employees. More than half allow salaried (60.9%) and hourly (59.3%) workers to carry over some unused days while about a quarter allow salaried (24.5%) and hourly (26.9%) to carry over all unused PTO (Table 16).

When asked about use of PTO, 42.7% of respondents said most employees use their PTO, but heavy workload (62.7%) was the most common reason for workers not using PTO (Table 23).

Most respondents said they encourage their salaried (74.5%) and hourly (74.5%) employees to take PTO but do not require a minimum level of usage. About one in five (18.2%) do not actively encourage or require either their salaried or hourly employees to take a minimum amount of PTO each year (Table 24).

Reasons Workers Do Not Use PTO**



**Respondents were asked to select up to two responses

TABLE 7

Reasons for Offering Paid-Time-Off (PTO) Plan*

	CP (n=110)
Offers employees flexibility	71.8%
Empowers employees	49.1%
Provides equality in PTO	48.2%
Reduces organizational administrative time	41.8%
Improves employee engagement and retention	32.7%
Controls unscheduled absences	27.3%
Recruiting tool	27.3%
Increases employee privacy	19.1%
Employees request/desire	17.3%
Other	3.6%
Not sure	4.5%

*Respondents were asked to select all that apply.

TABLE 8

PTO Bank Credits

	Salaried CP (n=110)	Hourly CP (n=107)
Number of days increases with service	86.4%	87.9%
Flat number of days regardless of service	3.6%	1.9%
Other	10.0%	10.3%

TABLE 9

PTO Days per Years of Service: Corporate (Salaried)

	Date of Hire (n=95)	Six Months (n=95)	One Year (n=95)	Five Years (n=95)	Ten Years (n=95)	15 Years (n=95)	20 Years (n=95)
No PTO days	29.5%	3.2%	1.1%	0.0%	0.0%	0.0%	0.0%
One to four days	4.2%	5.3%	1.1%	1.1%	1.1%	0.0%	0.0%
Five days	3.2%	5.3%	2.1%	1.1%	1.1%	1.1%	0.0%
Six to nine days	2.1%	10.5%	1.1%	0.0%	0.0%	0.0%	0.0%
Ten days	8.4%	9.5%	9.5%	2.1%	2.1%	1.1%	2.1%
11-14 days	6.3%	8.4%	9.5%	2.1%	0.0%	0.0%	0.0%
15 days	9.5%	15.8%	22.1%	11.6%	6.3%	1.1%	1.1%
16-19 days	18.9%	23.2%	26.3%	9.5%	6.3%	3.2%	2.1%
20 days	9.5%	9.5%	11.6%	23.2%	9.5%	10.5%	8.4%
21-24 days	6.3%	6.3%	10.5%	33.7%	13.7%	9.5%	7.4%
25 days	1.1%	1.1%	1.1%	2.1%	20.0%	23.2%	20.0%
26-29 days	1.1%	1.1%	1.1%	5.3%	26.3%	23.2%	18.9%
30 or more days	0.0%	1.1%	3.2%	8.4%	13.7%	27.4%	40.0%
<i>Average (Days)</i>	<i>10.7</i>	<i>14.6</i>	<i>17.3</i>	<i>21.7</i>	<i>24.8</i>	<i>27.0</i>	<i>28.4</i>

TABLE 10

PTO Minimum Service Requirement

	Salaried CP (n=110)	Hourly CP (n=110)
Date of hire	58.2%	51.8%
Beginning of next pay period	10.0%	10.0%
Beginning of next month	5.5%	7.3%
After 90 days	19.1%	21.8%
After six months	1.8%	1.8%
After one year	2.7%	3.6%
Other	2.7%	3.6%

TABLE 11

PTO Days per Years of Service: Corporate (Hourly)

	Date of Hire (n=94)	Six Months (n=94)	One Year (n=94)	Five Years (n=94)	Ten Years (n=94)	15 Years (n=94)	20 Years (n=94)
No PTO days	34.0%	4.3%	1.1%	0.0%	0.0%	0.0%	0.0%
One to four days	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Five days	3.2%	8.5%	3.2%	1.1%	1.1%	1.1%	0.0%
Six to nine days	1.1%	11.7%	1.1%	0.0%	0.0%	0.0%	0.0%
Ten days	8.5%	10.6%	13.8%	3.2%	2.1%	1.1%	2.1%
11-14 days	7.4%	8.5%	11.7%	4.3%	1.1%	1.1%	1.1%
15 days	10.6%	16.0%	21.3%	12.8%	9.6%	2.1%	2.1%
16-19 days	16.0%	19.1%	25.5%	11.7%	6.4%	3.2%	2.1%
20 days	6.4%	6.4%	8.5%	20.2%	9.6%	16.0%	11.7%
21-24 days	7.4%	8.5%	9.6%	33.0%	14.9%	10.6%	7.4%
25 days	1.1%	1.1%	1.1%	2.1%	17.0%	18.1%	18.1%
26-29 days	0.0%	0.0%	0.0%	5.3%	25.5%	24.5%	20.2%
30 or more days	0.0%	1.0%	3.2%	6.4%	12.8%	22.3%	35.1%
<i>Average (Days)</i>	<i>9.7</i>	<i>13.8</i>	<i>16.6</i>	<i>21.2</i>	<i>24.4</i>	<i>26.2</i>	<i>27.6</i>

TABLE 12

PTO Advances

	CP (n=110)
Yes	41.8%
No	51.8%
Other	6.4%

TABLE 13

Presence of Maximum PTO Policy

	CP (n=106)
Yes	11.3%
No	88.7%

TABLE 14

Maximum Number of PTO Days Allowed at One Time

	CP (n=12**)
Five days	25.0%
Six to nine days	8.3%
Ten days	25.0%
11-14 days	16.7%
15 days	8.3%
16-19 days	0.0%
20 days	0.0%
21-24 days	8.3%
25 days	0.0%
26-29 days	0.0%
30 or more days	8.3%
<i>Average (Days)</i>	<i>12.3</i>

TABLE 15

PTO Blackout Policy*

	CP (n=110)
Sudden or expected increased workflow	6.4%
Holiday coverage	5.5%
Other	8.2%
No	81.8%

*Respondents were asked to select all that apply.

TABLE 16

PTO Carryover Policy

	Salaried CP (n=110)	Hourly CP (n=108)
All unused PTO days may be carried over.	24.5%	26.9%
Some unused PTO days may be carried over.	60.9%	59.3%
None	14.5%	13.9%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 17

Frequency of Sharing PTO Accrued Balances With Accounting/Finance

	CP (n=76)
Monthly	30.3%
Quarterly	10.5%
Annually	17.1%
Other	42.1%

TABLE 18

Unused PTO Conversion*

	CP (n=110)
Cash	21.8%
Donation of days to other employees in need	5.5%
401(k) contribution	1.8%
Student loan payments	0.9%
Cash value to charitable organizations	0.9%
Other	6.4%
None of the above	68.2%

*Respondents were asked to select all that apply.

TABLE 19

PTO Sellback Policy

	Salaried CP (n=109)	Hourly CP (n=108)
All unused PTO days may be sold back.	4.6%	5.6%
Some unused PTO days may be sold back.	15.6%	17.6%
None	79.8%	76.9%

TABLE 20

PTO Purchase Policy*

	CP (n=110)
None; employees may not buy additional PTO days.	96.4%
Under any circumstance	1.8%
If employee has an unexpected illness	0.0%
Under special circumstances (e.g., opportunity to take a special trip, wedding, etc.)	0.0%
Other	1.8%

*Respondents were asked to select all that apply.

TABLE 21

PTO Policy at Termination

	Salaried CP (n=109)	Hourly CP (n=107)
All unused PTO days are paid out at the employee's pay rate.	68.8%	70.1%
Some unused PTO days may be paid out at the employee's pay rate.	20.2%	20.6%
Unused PTO days are not paid out.	11.0%	9.3%

TABLE 22

PTO Policy at Retirement

	Salaried CP (n=105)	Hourly CP (n=104)
All unused PTO days are paid out at the employee's pay rate.	73.3%	73.1%
Some unused PTO days may be paid out at the employee's pay rate.	18.1%	18.3%
Unused PTO days are not paid out.	8.6%	8.7%

TABLE 23

Reasons Workers Do Not Use PTO***

	CP (n=110)
Heavy workload	62.7%
Lack of adequate staffing	22.7%
Need to coordinate time off with other staff members	10.9%
Days off not supported by manager	7.3%
Days off not supported by organizational culture/stigma	5.5%
Prefer cash payout for days not taken	3.6%
Required amount of advance notice	3.6%
Days off not supported by organizational leadership	1.8%
Most employees utilize their paid time off.	42.7%
Other	4.5%

***Respondents were asked to select up to two responses.

TABLE 24

Policy Encouraging Use of PTO

	Salaried CP (n=110)	Hourly CP (n=110)
We encourage our employees to take PTO, but we do not require a minimum level of usage.	74.5%	74.5%
We do not actively encourage or require employees to take a minimum amount of PTO each year.	18.2%	18.2%
We are not required by law to have employees take a minimum amount of PTO, but we do require that employees take a minimum amount of PTO each year.	2.7%	2.7%
We are required by law to have employees take a minimum amount of PTO each year.	2.7%	2.7%
We are required to have certain professionals in our industry take a minimum amount of PTO each year (e.g., pilots, air traffic controllers, truck drivers).	1.8%	1.8%

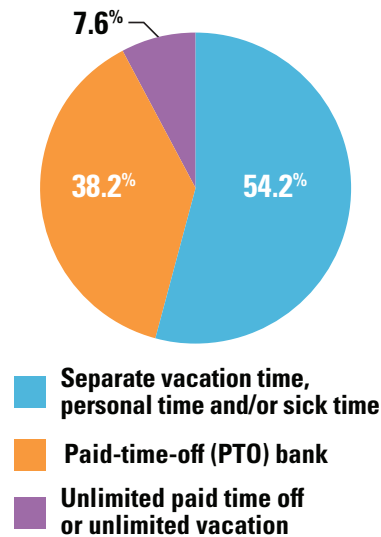
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Paid Vacation

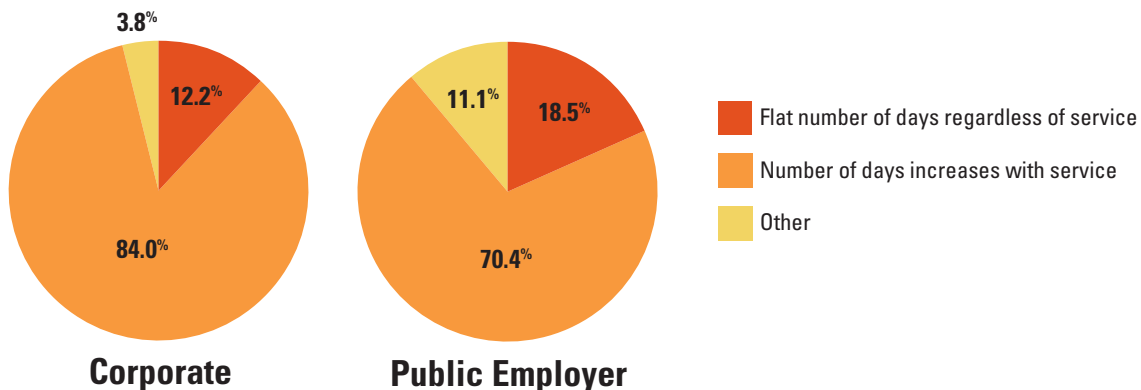
Paid vacation is time off from work that employers provide to workers as a benefit. Although federal law does not require employers to offer vacation time to their workers, the overwhelming majority (98.2%) of organizations surveyed offer this benefit (Table 25). Corporate and public employer vacation policies differ in several areas.

Roughly eight in ten organizations base PTO days on years of service for their salaried (81.6%) and hourly (83.8%) workers (Tables 26 and 31). The years-of-service approach for salaried workers is more common in the corporate sector (84.0%) compared with the public sector (70.4%) (Table 26). Like PTO, vacation time increases with length of service. Vacation day allotments are displayed in Tables 27 through 29 for salaried workers and Tables 32 through 34 for hourly workers. Very few organizations provide a flat number of vacation days regardless of length of service for their salaried (13.3%) and hourly (7.1%) workers (Tables 26 and 31).

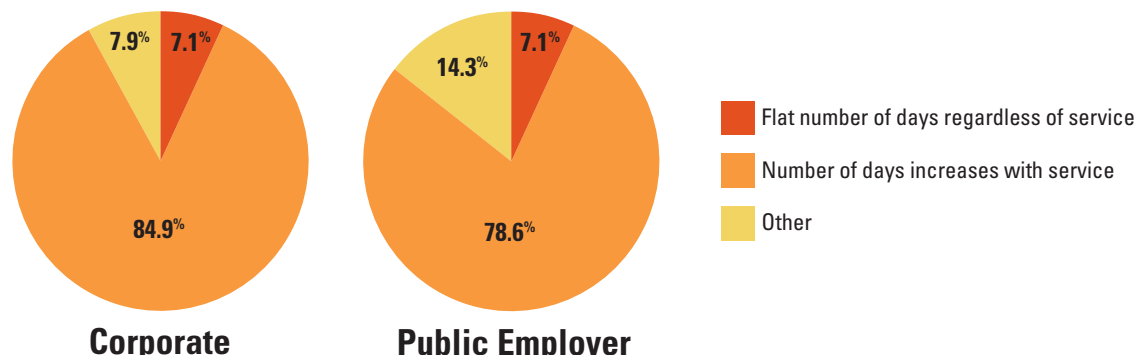
Paid Leave System Offered to Employees



Offer Paid Vacation Plan (Salaried)



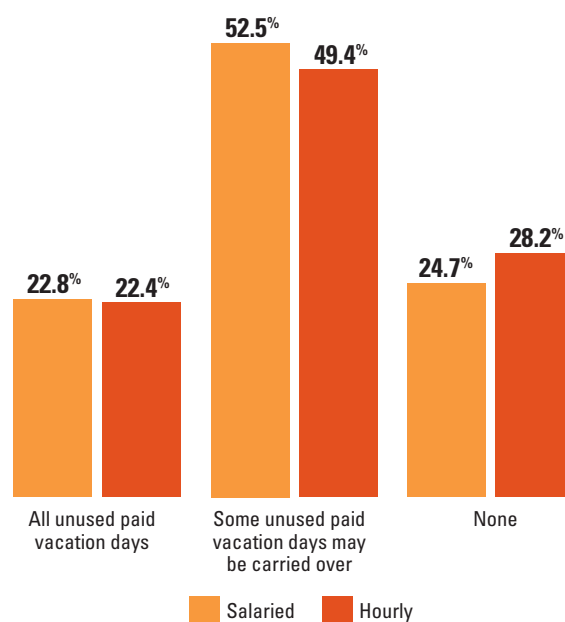
Offer Paid Vacation Plan (Hourly)



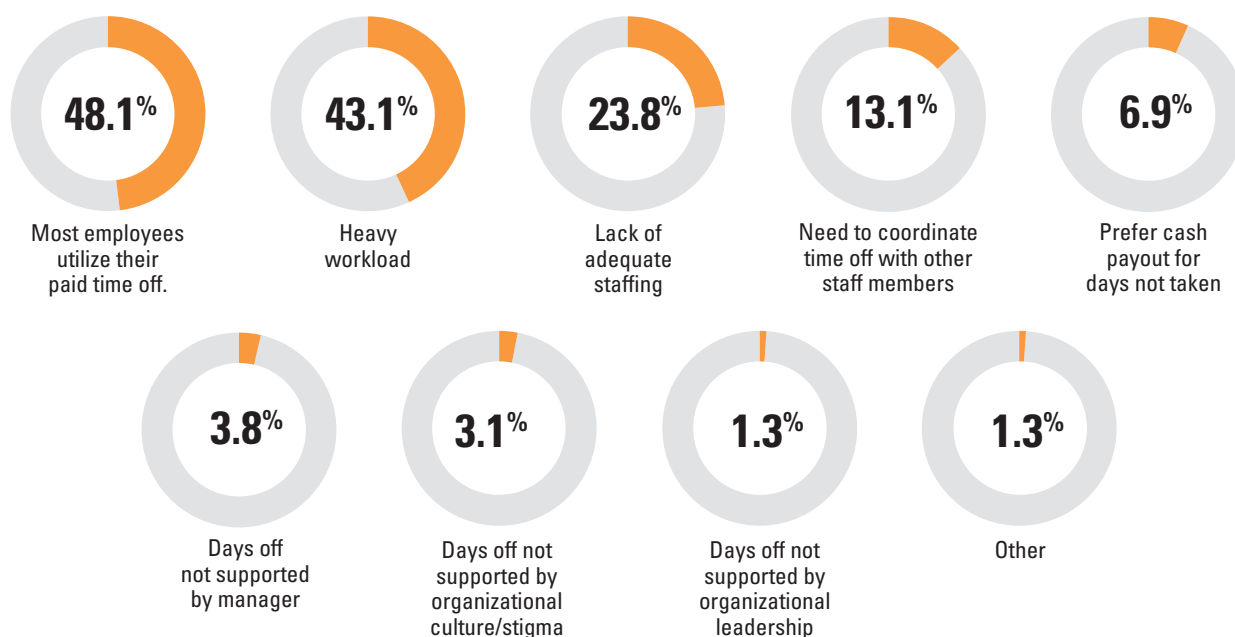
Most organizations do not have blackout periods when vacation days can't be used (80.0%) (Table 40). Vacation carryover policies are similar for both salaried and hourly employees. Roughly half of respondents allow salaried (52.5%) and hourly (49.4%) workers to carry over some unused days, while about one-quarter allow salaried (22.8%) and hourly (22.4%) employees to carry over all unused vacation (Tables 41 and 42). It is more common in the public sector for employees to be allowed to carry over all unused vacation (Tables 41 and 42).

When asked about employee use of vacation, 48.1% of respondents said most employees use their vacation (Table 51). Heavy workload (43.1%) was cited as the main reason that workers do not use it (Table 51). Most organizations encourage their salaried (76.9%) and hourly (74.4%) employees to take vacation but do not require them to take a minimum amount (Tables 52 and 53).

Paid Vacation Carryover Policy



Reasons Workers Do Not Use Paid Vacation*



*Respondents were asked to select all that apply.

TABLE 25

Paid Vacation Plan	Overall (n=163)	CP (n=133)	PE (n=30)
Yes	98.2%	99.2%	93.3%
No	1.8%	0.8%	6.7%

TABLE 26

Vacation Day Credits (Salaried)	Overall (n=158)	CP (n=131)	PE (n=27**)
Number of days increases with service	81.6%	84.0%	70.4%
Flat number of days regardless of service	13.3%	12.2%	18.5%
Other	5.1%	3.8%	11.1%

TABLE 27

Vacation Days per Years of Service: Overall (Salaried)	Date of Hire (n=129)	Six Months (n=128)	One Year (n=128)	Five Years (n=129)	Ten Years (n=128)	15 Years (n=128)	20 Years (n=128)
No vacation days	29.5%	10.2%	2.3%	0.8%	0.0%	1.6%	0.0%
One to four days	4.7%	6.3%	5.5%	7.0%	7.0%	4.7%	3.9%
Five days	7.8%	15.6%	1.6%	0.8%	1.6%	2.3%	3.9%
Six to nine days	0.8%	9.4%	0.8%	0.0%	0.0%	0.0%	0.8%
Ten days	16.3%	19.5%	33.6%	4.7%	0.0%	0.0%	0.0%
11-14 days	8.5%	9.4%	15.6%	2.3%	0.0%	0.0%	0.0%
15 days	23.3%	20.3%	26.6%	43.4%	14.1%	4.7%	3.1%
16-19 days	1.6%	1.6%	3.1%	7.8%	8.6%	3.1%	0.8%
20 days	3.9%	3.9%	6.3%	20.9%	44.5%	45.3%	32.0%
21-24 days	3.1%	3.1%	3.9%	9.3%	9.4%	8.6%	6.3%
25 days	0.0%	0.0%	0.0%	2.3%	9.4%	19.5%	29.7%
26-29 days	0.8%	0.8%	0.8%	0.0%	4.7%	8.6%	10.9%
30 or more days	0.0%	0.0%	0.0%	0.8%	0.8%	1.6%	8.6%
<i>Average (Days)</i>	<i>8.7</i>	<i>9.7</i>	<i>12.4</i>	<i>15.9</i>	<i>18.8</i>	<i>20.2</i>	<i>21.8</i>

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 28

Vacation Days per Years of Service: Corporate (Salaried)

	Date of Hire (n=110)	Six Months (n=109)	One Year (n=109)	Five Years (n=109)	Ten Years (n=109)	15 Years (n=109)	20 Years (n=109)
No vacation days	28.2%	11.0%	1.8%	0.0%	0.0%	0.9%	0.0%
One to four days	5.5%	7.3%	6.4%	7.3%	7.3%	5.5%	4.6%
Five days	8.2%	15.6%	1.8%	0.9%	0.9%	1.8%	2.8%
Six to nine days	0.9%	7.3%	0.0%	0.0%	0.0%	0.0%	0.9%
Ten days	16.4%	20.2%	35.8%	5.5%	0.0%	0.0%	0.0%
11-14 days	5.5%	6.4%	11.0%	0.9%	0.0%	0.0%	0.0%
15 days	27.3%	23.9%	30.3%	45.5%	13.8%	4.6%	2.8%
16-19 days	0.9%	0.9%	1.8%	5.5%	7.3%	1.8%	0.0%
20 days	3.6%	3.7%	6.4%	20.9%	46.8%	47.7%	33.0%
21-24 days	2.7%	2.8%	3.7%	10.0%	7.3%	8.3%	5.5%
25 days	0.0%	0.0%	0.0%	2.7%	10.1%	20.2%	32.1%
26-29 days	0.9%	0.9%	0.9%	0.0%	5.5%	7.3%	8.3%
30 or more days	0.0%	0.0%	0.0%	0.9%	0.9%	1.8%	10.1%
<i>Average (Days)</i>	<i>8.7</i>	<i>9.6</i>	<i>12.3</i>	<i>16.1</i>	<i>19.0</i>	<i>20.3</i>	<i>22.0</i>

TABLE 29

Vacation Days per Years of Service: Public (Salaried)

	Date of Hire (n=19**)	Six Months (n=19**)	One Year (n=19**)	Five Years (n=19**)	Ten Years (n=19**)	15 Years (n=19**)	20 Years (n=19**)
No vacation days	36.8%	5.3%	5.3%	5.3%	0.0%	5.3%	0.0%
One to four days	0.0%	0.0%	0.0%	5.3%	5.3%	0.0%	0.0%
Five days	5.3%	15.8%	0.0%	0.0%	5.3%	5.3%	10.5%
Six to nine days	0.0%	21.1%	5.3%	0.0%	0.0%	0.0%	0.0%
Ten days	15.8%	15.8%	21.1%	0.0%	0.0%	0.0%	0.0%
11-14 days	26.3%	26.3%	42.1%	10.5%	0.0%	0.0%	0.0%
15 days	0.0%	0.0%	5.3%	31.6%	15.8%	5.3%	5.3%
16-19 days	5.3%	5.3%	10.5%	21.1%	15.8%	10.5%	5.3%
20 days	5.3%	5.3%	5.3%	21.1%	31.6%	31.6%	26.3%
21-24 days	5.3%	5.3%	5.3%	5.3%	21.1%	10.5%	10.5%
25 days	0.0%	0.0%	0.0%	0.0%	5.3%	15.8%	15.8%
26-29 days	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	26.3%
30 or more days	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<i>Average (Days)</i>	<i>8.4</i>	<i>10.4</i>	<i>12.5</i>	<i>15.2</i>	<i>17.9</i>	<i>19.5</i>	<i>20.8</i>

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 30

Flat Number of Paid Vacation Days Offered (Salaried)

	CP (n=16**)
Ten days	18.8%
11-14 days	6.3%
15 days	12.5%
16-19 days	6.3%
20 days	43.8%
21-24 days	0.0%
25 days	12.5%
<i>Average (Days)</i>	<i>17.6</i>

TABLE 31

Vacation Day Credits (Hourly)

	Overall (n=154)	CP (n=126)	PE (n=28**)
Number of days increases with service	83.8%	84.9%	78.6%
Flat number of days regardless of service	7.1%	7.1%	7.1%
Other	9.1%	7.9%	14.3%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 32

Vacation Days per Years of Service: Overall (Hourly)

	Date of Hire (n=129)	Six Months (n=126)	One Year (n=128)	Five Years (n=129)	Ten Years (n=127)	15 Years (n=126)	20 Years (n=126)
No vacation days	36.4%	11.9%	2.3%	0.8%	0.0%	1.6%	0.0%
One to four days	2.3%	6.3%	3.9%	4.7%	4.7%	2.4%	1.6%
Five days	7.0%	18.3%	1.6%	0.8%	1.6%	2.4%	4.0%
Six to nine days	1.6%	9.5%	3.1%	0.0%	0.0%	0.0%	0.8%
Ten days	17.8%	19.8%	41.4%	7.8%	0.8%	0.0%	0.0%
11-14 days	8.5%	10.3%	14.8%	3.1%	0.0%	0.0%	0.0%
15 days	20.9%	16.7%	21.9%	45.0%	15.7%	6.3%	2.4%
16-19 days	1.6%	3.2%	4.7%	7.8%	10.2%	4.8%	2.4%
20 days	1.6%	1.6%	3.9%	20.2%	45.7%	46.8%	33.3%
21-24 days	2.3%	2.4%	2.3%	5.4%	9.4%	10.3%	8.7%
25 days	0.0%	0.0%	0.0%	3.1%	4.7%	15.1%	29.4%
26-29 days	0.0%	0.0%	0.0%	0.8%	5.5%	8.7%	10.3%
30 or more days	0.0%	0.0%	0.0%	0.8%	1.6%	1.6%	7.1%
<i>Average (Days)</i>	<i>7.6</i>	<i>8.9</i>	<i>11.7</i>	<i>15.9</i>	<i>18.9</i>	<i>20.3</i>	<i>22.0</i>

TABLE 33

Vacation Days per Years of Service: Corporate (Hourly)

	Date of Hire (n=107)	Six Months (n=105)	One Year (n=106)	Five Years (n=107)	Ten Years (n=105)	15 Years (n=105)	20 Years (n=105)
No vacation days	34.6%	12.4%	1.9%	0.0%	0.0%	1.0%	0.0%
One to four days	2.8%	7.6%	4.7%	4.7%	4.8%	2.9%	1.9%
Five days	7.5%	19.0%	1.9%	0.9%	1.0%	1.9%	2.9%
Six to nine days	1.9%	7.6%	2.8%	0.0%	0.0%	0.0%	1.0%
Ten days	19.6%	21.9%	44.3%	9.3%	1.0%	0.0%	0.0%
11-14 days	4.7%	6.7%	9.4%	1.9%	0.0%	0.0%	0.0%
15 days	25.2%	20.0%	25.5%	47.7%	17.1%	6.7%	1.9%
16-19 days	0.9%	1.9%	3.8%	5.6%	8.6%	3.8%	1.9%
20 days	0.0%	0.0%	2.8%	19.6%	46.7%	48.6%	34.3%
21-24 days	2.8%	2.9%	2.8%	5.6%	8.6%	10.5%	6.7%
25 days	0.0%	0.0%	0.0%	2.8%	5.7%	16.2%	33.3%
26-29 days	0.0%	0.0%	0.0%	0.9%	5.7%	7.6%	8.6%
30 or more days	0.0%	0.0%	0.0%	0.9%	1.0%	1.0%	7.6%
<i>Average (Days)</i>	<i>7.6</i>	<i>8.6</i>	<i>11.6</i>	<i>15.9</i>	<i>18.9</i>	<i>20.4</i>	<i>22.3</i>

TABLE 34

Vacation Days per Years of Service: Public (Hourly)

	Date of Hire (n=22**)	Six Months (n=21**)	One Year (n=22**)	Five Years (n=22**)	Ten Years (n=22**)	15 Years (n=21**)	20 Years (n=21**)
No vacation days	45.5%	9.5%	4.5%	4.5%	0.0%	4.8%	0.0%
One to four days	0.0%	0.0%	0.0%	4.5%	4.5%	0.0%	0.0%
Five days	4.5%	14.3%	0.0%	0.0%	4.5%	4.8%	9.5%
Six to nine days	0.0%	19.0%	4.5%	0.0%	0.0%	0.0%	0.0%
Ten days	9.1%	9.5%	27.3%	0.0%	0.0%	0.0%	0.0%
11-14 days	27.3%	28.6%	40.9%	9.1%	0.0%	0.0%	0.0%
15 days	0.0%	0.0%	4.5%	31.8%	9.1%	4.8%	4.8%
16-19 days	4.5%	9.5%	9.1%	18.2%	18.2%	9.5%	4.8%
20 days	9.1%	9.5%	9.1%	22.7%	40.9%	38.1%	28.6%
21-24 days	0.0%	0.0%	0.0%	4.5%	13.6%	9.5%	19.0%
25 days	0.0%	0.0%	0.0%	4.5%	0.0%	9.5%	9.5%
26-29 days	0.0%	0.0%	0.0%	0.0%	4.5%	14.3%	19.0%
30 or more days	0.0%	0.0%	0.0%	0.0%	4.5%	4.8%	4.8%
<i>Average (Days)</i>	<i>7.2</i>	<i>10.2</i>	<i>12.2</i>	<i>16.0</i>	<i>18.8</i>	<i>19.9</i>	<i>20.9</i>

TABLE 35

Paid Vacation Minimum Service Requirement (Salaried)

	Overall (n=160)	CP (n=132)	PE (n=28**)
Date of hire	46.3%	47.0%	42.9%
Beginning of next pay period	8.8%	7.6%	14.3%
Beginning of next month	8.1%	7.6%	10.7%
After 90 days	19.4%	19.7%	17.9%
After six months	8.8%	8.3%	10.7%
After one year	2.5%	3.0%	0.0%
Other	6.3%	6.8%	3.6%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 36

Paid Vacation Minimum Service Requirement (Hourly)

	Overall (n=160)	CP (n=132)	PE (n=28**)
Date of hire	37.5%	37.1%	39.3%
Beginning of next pay period	9.4%	8.3%	14.3%
Beginning of next month	6.9%	6.1%	10.7%
After 90 days	20.6%	21.2%	17.9%
After six months	11.9%	12.1%	10.7%
After one year	3.1%	3.8%	0.0%
After a different specific number of days	0.6%	0.8%	0.0%
Other	10.0%	10.6%	7.1%

TABLE 37

Paid Vacation Advances

	Overall (n=157)	CP (n=129)	PE (n=28**)
Yes	43.3%	46.5%	28.6%
No	54.1%	51.2%	67.9%
Other	2.5%	2.3%	3.6%

TABLE 38

Presence of Maximum Paid Vacation Day Policy

	Overall (n=153)	CP (n=126)	PE (n=27**)
Yes	9.8%	11.9%	0.0%
No	90.2%	88.1%	100.0%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 39

Maximum Number of Paid Vacation Days Allowed at One Time

	CP (n=15**)
Less than five	0.0%
Five days	20.0%
Six days	6.7%
Seven to nine days	0.0%
Ten days	33.3%
11-14 days	6.7%
15 days	20.0%
16-19 days	0.0%
20 days	0.0%
21-24 days	6.7%
25-29 days	0.0%
30 or more days	6.7%
<i>Average (Days)</i>	<i>12.1</i>

TABLE 40

Paid Vacation Blackout Policy

	Overall (n=160)	CP (n=132)	PE (n=28**)
Sudden or expected increased workflow	5.0%	4.5%	7.1%
Holiday coverage	4.4%	4.5%	3.6%
End of quarters	0.6%	0.8%	0.0%
Other	9.4%	9.1%	10.7%
No	80.0%	80.3%	78.6%

TABLE 41

Paid Vacation Carryover Policy (Salaried)

	Overall (n=158)	CP (n=131)	PE (n=27**)
All unused paid vacation days may be carried over.	22.8%	18.3%	44.4%
Some unused paid vacation days may be carried over.	52.5%	52.7%	51.9%
None	24.7%	29.0%	3.7%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 42

Paid Vacation Carryover Policy (Hourly)

	Overall (n=156)	CP (n=129)	PE (n=27**)
All unused paid vacation days may be carried over.	22.4%	17.8%	44.4%
Some unused paid vacation days may be carried over.	49.4%	49.6%	48.1%
None	28.2%	32.6%	7.4%

TABLE 43

Unused Paid Vacation Conversion*

	Overall (n=160)	CP (n=132)	PE (n=28**)
Cash	16.3%	14.4%	25.0%
Donation of days to other employees in need	4.4%	4.5%	3.6%
401(k) contribution	1.3%	0.8%	3.6%
Cash value to charitable organizations	1.3%	0.8%	3.6%
Other	2.5%	0.8%	10.7%
None of the above	78.1%	80.3%	67.9%

*Respondents were asked to select all that apply.

TABLE 44

Paid Vacation Sellback Policy (Salaried)

	Overall (n=155)	CP (n=129)	PE (n=26**)
All unused paid vacation days	3.2%	3.1%	3.8%
Some unused paid vacation days may be sold back.	7.7%	6.2%	15.4%
None	89.0%	90.7%	80.8%

TABLE 45

Paid Vacation Sellback Policy (Hourly)

	Overall (n=153)	CP (n=128)	PE (n=25**)
All unused paid vacation days	4.6%	4.7%	4.0%
Some unused paid vacation days may be sold back.	11.8%	10.2%	20.0%
None	83.7%	85.2%	76.0%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 46

Paid Vacation Purchase Policy*

	Overall (n=160)	CP (n=132)	PE (n=28**)
Under any circumstance	5.6%	6.8%	0.0%
Under special circumstances (e.g., opportunity to take a special trip, wedding, etc.)	1.9%	1.5%	3.6%
Other	5.6%	5.3%	7.1%
None; employees may not buy additional vacation days.	86.9%	86.4%	89.3%

*Respondents were asked to select all that apply.

TABLE 47

Paid Vacation Policy for Termination (Salaried)

	Overall (n=158)	CP (n=130)	PE (n=28**)
All unused paid vacation days are paid out at the employee's pay rate.	79.1%	79.2%	78.6%
Some unused paid vacation days may be paid out at the employee's pay rate.	14.6%	13.8%	17.9%
Unused paid vacation days are not paid out.	6.3%	6.9%	3.6%

TABLE 48

Paid Vacation Policy for Termination (Hourly)

	Overall (n=155)	CP (n=127)	PE (n=28**)
All unused paid vacation days are paid out at the employee's hourly rate.	77.4%	77.2%	78.6%
Some unused paid vacation days may be paid out at the employee's hourly rate.	14.8%	15.0%	14.3%
Unused paid vacation days are not paid out.	7.7%	7.9%	7.1%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 49

Paid Vacation Policy for Retirement (Salaried)

	Overall (n=157)	CP (n=129)	PE (n=28**)
All unused paid vacation days are paid out at the employee's pay rate.	84.1%	85.3%	78.6%
Some unused paid vacation days may be paid out at the employee's pay rate.	13.4%	12.4%	17.9%
Unused paid vacation days are not paid out.	2.5%	2.3%	3.6%

TABLE 50

Paid Vacation Policy for Retirement (Hourly)

	Overall (n=153)	CP (n=125)	PE (n=28**)
All unused paid vacation days are paid out at the employee's hourly rate.	83.7%	84.8%	78.6%
Some unused paid vacation days may be paid out at the employee's hourly rate.	12.4%	12.0%	14.3%
Unused paid vacation days are not paid out.	3.9%	3.2%	7.1%

TABLE 51

Reasons Workers Do Not Use Paid Vacation*

	Overall (n=160)	CP (n=132)	PE (n=28**)
Heavy workload	43.1%	43.9%	39.3%
Lack of adequate staffing	23.8%	23.5%	25.0%
Need to coordinate time off with other staff members	13.1%	10.6%	25.0%
Prefer cash payout for days not taken	6.9%	6.1%	10.7%
Days off not supported by manager	3.8%	3.8%	3.6%
Days off not supported by organizational culture/stigma	3.1%	3.8%	0.0%
Days off not supported by organizational leadership	1.3%	1.5%	0.0%
Most employees utilize their paid time off.	48.1%	48.5%	46.4%
Other	1.3%	1.5%	0.0%

*Respondents were asked to select all that apply.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 52

Policy Encouraging Use of Paid Vacation (Salaried)	Overall (n=160)	CP (n=132)	PE (n=28**)
We encourage our employees to take paid vacation days, but we do not require a minimum number of days.	76.9%	76.5%	78.6%
We do not actively encourage or require employees to take a minimum number of paid vacation days each year.	14.4%	13.6%	17.9%
While there is no legal requirement for employees to take a minimum number of paid vacation days, we do require employees to take a minimum number each year.	6.3%	6.8%	3.6%
We are required to have certain professionals in our industry take a minimum number of paid vacation days each year (e.g., pilots, air traffic controllers, truck drivers).	2.5%	3.0%	0.0%

TABLE 53

Policy Encouraging Use of Paid Vacation (Hourly)	Overall (n=160)	CP (n=132)	PE (n=28**)
We encourage our employees to take paid vacation days, but we do not require a minimum number of days.	74.4%	75.0%	71.4%
We do not actively encourage or require employees to take a minimum number of paid vacation days each year.	16.9%	15.9%	21.4%
While there is no legal requirement for employees to take a minimum number of paid vacation days, we do require employees to take a minimum number each year.	7.5%	7.6%	7.1%
We are required to have certain professionals in our industry take a minimum number of paid vacation days each year (e.g., pilots, air traffic controllers, truck drivers).	1.3%	1.5%	0.0%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

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Paid Sick Leave

Almost all organizations offer paid sick leave (97.1%), with 11.0% mandated by state/local laws (Table 54). A majority offer paid leave through a separate plan (86.1%) (Table 54). Only respondents who offer sick leave through a separate plan are included in the remaining Paid Sick Leave section.

Unlike PTO and vacation, most organizations provide a flat number of sick days regardless of length of service for salaried (71.1%) and hourly (73.1%) workers (Tables 55 and 57). The number of sick days offered is very similar for salaried and hourly workers, with the majority of organizations offering between six and 14 days (Tables 56 and 58).

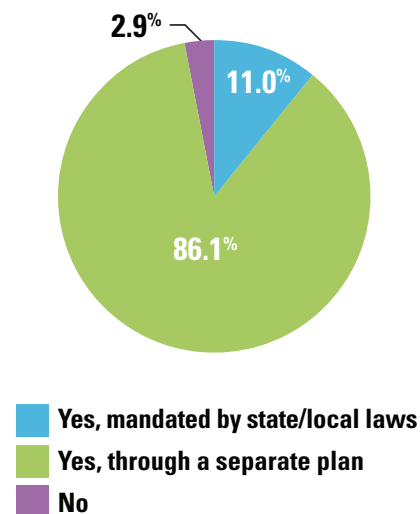
Roughly half of organizations offer salaried (59.1%) and hourly (49.0%) employees sick time on the date of hire (Tables 59 and 60).

Roughly one-third of organizations allow their salaried (36.1%) and hourly (35.9%) workers to carry over all unused sick leave from year to year, while about four in ten organizations don't allow salaried (42.9%) or hourly (40.7%) employees to carry over any unused sick time (Tables 63 and 64). Similar to vacation carryover policies, allowing employees to carry over all unused sick days is more common in the public sector for both

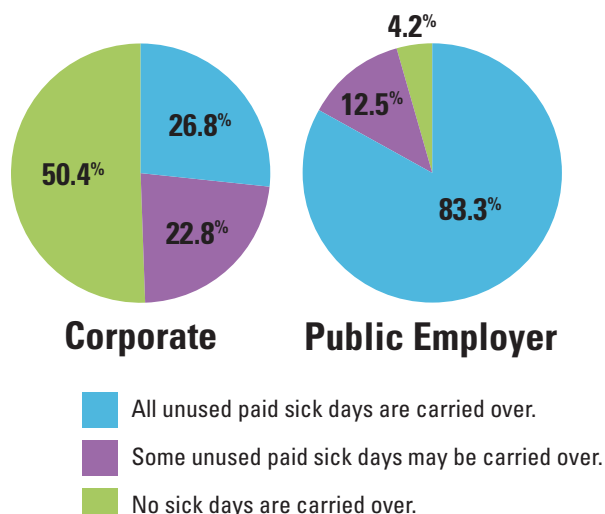
salaried (83.3%) and hourly (79.2%) workers compared with the corporate sector (26.8% for salaried vs. 27.3% for hourly) (Tables 63 and 64).

A small percentage (16.8%) of organizations allow employees to donate sick time to employees in need (Table 65).

Offer Paid Sick Leave



Paid Sick Leave Carryover Policy (Salaried)



Paid Sick Leave Carryover Policy (Hourly)

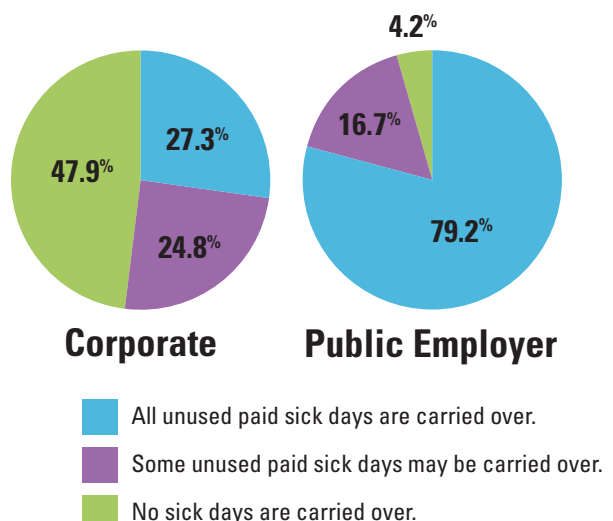


TABLE 54

Paid Sick Leave	Overall (n=173)	CP (n=143)	PE (n=30)
Yes, through a separate plan, not mandated	86.1%	87.4%	80.0%
Yes, mandated by state/local laws	11.0%	9.8%	16.7%
No	2.9%	2.8%	3.3%

TABLE 55

Paid Sick Leave Credits (Salaried)	Overall (n=149)	CP (n=125)	PE (n=24**)
Flat number of days regardless of service	71.1%	72.8%	62.5%
Number of days increases with service	4.7%	3.2%	12.5%
Other	24.2%	24.0%	25.0%

TABLE 56

Flat Number of Paid Sick Days Offered (Salaried)	Overall (n=106)	CP (n=91)	PE (n=15**)
One to four days	3.8%	4.4%	0.0%
Five days	12.3%	14.3%	0.0%
Six to nine days	24.5%	27.5%	6.7%
Ten days	24.5%	27.5%	6.7%
11-14 days	23.6%	16.5%	66.7%
15 days	3.8%	3.3%	6.7%
16-19 days	1.9%	1.1%	6.7%
20 days	0.0%	0.0%	0.0%
21-24 days	1.9%	2.2%	0.0%
25 days	0.0%	0.0%	0.0%
26-29 days	0.0%	0.0%	0.0%
30 or more days	3.8%	3.3%	6.7%
<i>Average (days)</i>	<i>12.5</i>	<i>11.6</i>	<i>18.0</i>

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 57

Paid Sick Leave Credits (Hourly)

	Overall (n=145)	CP (n=121)	PE (n=24**)
Flat number of days regardless of service	73.1%	74.4%	66.7%
Number of days increases with service	5.5%	5.0%	8.3%
Other	21.4%	20.7%	25.0%

TABLE 58

Flat Number of Paid Sick Days Offered (Hourly)

	Overall (n=106)	CP (n=90)	PE (n=16**)
One to four days	7.5%	8.9%	0.0%
Five days	11.3%	13.3%	0.0%
Six to nine days	31.1%	34.4%	12.5%
Ten days	20.8%	23.3%	6.3%
11-14 days	22.6%	14.4%	68.8%
15 days	2.8%	2.2%	6.3%
16-19 days	0.0%	0.0%	0.0%
20 days	0.0%	0.0%	0.0%
21-24 days	0.9%	1.1%	0.0%
25 days	0.0%	0.0%	0.0%
26-29 days	0.0%	0.0%	0.0%
30 or more days	2.8%	2.2%	6.3%
<i>Average (days)</i>	<i>10.6</i>	<i>10.0</i>	<i>14.0</i>

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 59

Paid Sick Leave Minimum Service Requirement (Salaried)

	Overall (n=149)	CP (n=125)	PE (n=24**)
Date of hire	59.1%	60.0%	54.2%
Beginning of next pay period	9.4%	7.2%	20.8%
Beginning of next month	6.7%	7.2%	4.2%
After 90 days	16.1%	17.6%	8.3%
After six months	2.0%	1.6%	4.2%
After one year	0.7%	0.8%	0.0%
After a different specific number of days	1.3%	0.8%	4.2%
Other	4.7%	4.8%	4.2%

TABLE 60

Paid Sick Leave Minimum Service Requirement (Hourly)

	Overall (n=149)	CP (n=125)	PE (n=24**)
Date of hire	49.0%	49.6%	45.8%
Beginning of next pay period	9.4%	7.2%	20.8%
Beginning of next month	6.0%	5.6%	8.3%
After 90 days	20.8%	23.2%	8.3%
After six months	2.7%	1.6%	8.3%
After one year	0.7%	0.8%	0.0%
After a different specific number of days	1.3%	0.8%	4.2%
Other	10.1%	11.2%	4.2%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 61

Medical Certification Required Upon Return to Work	Overall (n=144)	CP (n=120)	PE (n=24**)
Organization requires medical certification if the employee is out for more than a specified period.	41.0%	37.5%	58.3%
Organization reserves the right to request medical certification.	25.0%	27.5%	12.5%
Organization requires medical certification under special circumstances.	13.9%	12.5%	20.8%
Organization does not require medical certification.	20.1%	22.5%	8.3%

TABLE 62

Number of Paid Sick Days for Medical Certification Requirement*	Overall (n=59)	CP (n=45)	PE (n=14**)
One day	0.0%	0.0%	0.0%
Two days	1.7%	2.2%	0.0%
Three days	57.6%	57.8%	57.1%
Four days	5.1%	6.7%	0.0%
Five days	18.6%	17.8%	21.4%
Six or more days	16.9%	15.6%	21.4%

*Only includes respondents who require medical certification if the employee is out for more than a specified period.

TABLE 63

Paid Sick Leave Carryover Policy (Salaried)	Overall (n=147)	CP (n=123)	PE (n=24**)
All unused paid sick days may be carried over.	36.1%	26.8%	83.3%
Some unused paid sick days may be carried over.	21.1%	22.8%	12.5%
None	42.9%	50.4%	4.2%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 64

Paid Sick Leave Carryover Policy (Hourly)

	Overall (n=145)	CP (n=121)	PE (n=24**)
All unused paid sick days may be carried over.	35.9%	27.3%	79.2%
Some unused paid sick days may be carried over.	23.4%	24.8%	16.7%
None	40.7%	47.9%	4.2%

TABLE 65

Paid Sick Leave Donation Policy*

	Overall (n=149)	CP (n=125)	PE (n=24**)
Yes, employees may donate unused paid sick days to employees in need.	16.8%	11.2%	45.8%
No	81.2%	87.2%	50.0%
Not sure	2.0%	1.6%	4.2%

*Respondents were asked to select all that apply.

TABLE 66

Paid Sick Leave Policy for Termination (Salaried)

	Overall (n=145)	CP (n=122)	PE (n=23**)
All unused paid sick days are paid out at the employee's pay rate.	6.9%	7.4%	4.3%
Some unused paid sick days may be paid out at the employee's pay rate.	4.8%	2.5%	17.4%
Unused paid sick days are not paid out.	88.3%	90.2%	78.3%

TABLE 67

Paid Sick Leave Policy for Termination (Hourly)

	Overall (n=144)	CP (n=121)	PE (n=23**)
All unused paid sick days are paid out at the employee's hourly rate.	8.3%	9.1%	4.3%
Some unused paid sick days may be paid out at the employee's hourly rate.	4.2%	1.7%	17.4%
Unused paid sick days are not paid out.	87.5%	89.3%	78.3%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 68

Paid Sick Leave Policy for Retirement (Salaried)

	Overall (n=145)	CP (n=121)	PE (n=24**)
All unused paid sick days are paid out at the employee's pay rate.	8.3%	7.4%	12.5%
Some unused paid sick days may be paid out at the employee's pay rate.	13.1%	4.1%	58.3%
Unused paid sick days are not paid out.	78.6%	88.4%	29.2%

TABLE 69

Paid Sick Leave Policy for Retirement (Hourly)

	Overall (n=144)	CP (n=120)	PE (n=24**)
All unused paid sick days are paid out at the employee's hourly rate.	9.7%	9.2%	12.5%
Some unused paid sick days may be paid out at the employee's hourly rate.	12.5%	3.3%	58.3%
Unused paid sick days are not paid out.	77.8%	87.5%	29.2%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

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New Hire, Midcareer and C-Suite Employees

When it comes to handling additional requests for time off beyond the specified plan, an option to take unpaid leave is the most frequently offered accommodation for new hires (39.2%), midcareer employees (38.5%) and C-suite employees (29.5%). Organizations that offer additional PTO as an accommodation most frequently use a case-by-case approach for all categories of employees (28.1%, 29.9%, 32.4%, respectively).

TABLE 70

Leave Accommodations for New Hires*

	Overall (n=278)	CP (n=243)	PE (n=35)
Offered option to take unpaid days	39.2%	39.1%	40.0%
Additional PTO is offered on a case-by-case basis.	28.1%	30.0%	14.3%
Additional PTO is offered based on relevant experience and skill level.	9.4%	9.9%	5.7%
Additional PTO is offered based on position (e.g., more time offered to managers or executives).	7.2%	7.0%	8.6%
Offered option to purchase additional time off	4.0%	3.3%	8.6%
No special consideration is given.	31.7%	29.2%	48.6%

*Respondents were asked to select all that apply.

TABLE 71

Leave Accommodations for Midcareer*

	Overall (n=278)	CP (n=243)	PE (n=35)
Offered option to take unpaid days	38.5%	38.3%	40.0%
Additional PTO is offered on a case-by-case basis.	29.9%	32.1%	14.3%
Additional PTO is offered based on relevant experience and skill level.	10.8%	11.5%	5.7%
Additional PTO is offered based on position (e.g., more time offered to managers or executives).	10.1%	11.1%	2.9%
Offered option to purchase additional time off	4.3%	4.1%	5.7%
No special consideration is given.	29.9%	26.7%	51.4%

*Respondents were asked to select all that apply.

TABLE 72

Leave Accommodations for C-Suite Employees*

	Overall (n=278)	CP (n=243)	PE (n=35)
Offered option to take unpaid days	29.5%	28.4%	37.1%
Additional PTO is offered on a case-by-case basis.	32.4%	34.2%	20.0%
Additional PTO is offered based on relevant experience and skill level.	18.0%	18.9%	11.4%
Additional PTO is offered based on position (e.g., more time offered to managers or executives).	17.6%	18.1%	14.3%
Offered option to purchase additional time off	4.7%	3.7%	11.4%
No special consideration is given	24.8%	22.6%	40.0%

*Respondents were asked to select all that apply.

Paid Family Leave

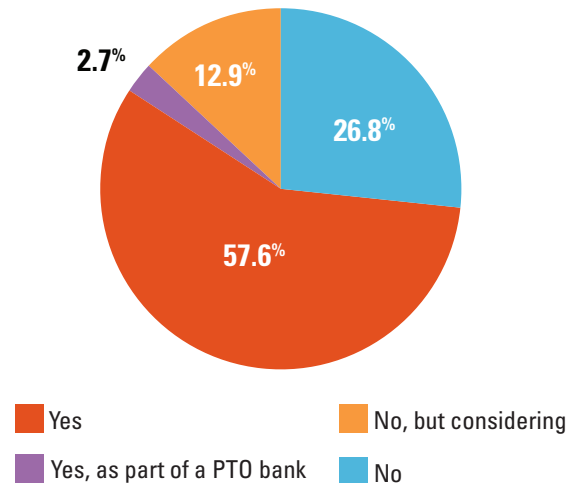
Six in ten organizations (60.3%) offer paid parental leave (Table 73). Among those offering paid parental leave, 77.8% provide full normal salary/wages during the entire paid leave (Table 74). However, to use paid parental leave, some organizations require employees to exhaust other types of paid leave first, such as short-term disability (STD) leave (32.0%) (Table 75).

Roughly four in ten organizations make salaried (40.8%) and hourly (39.8%) employees eligible for paid parental leave at the date of hire, while a smaller percentage have an eligibility requirement of a year of service for salaried (25.9%) and hourly (25.7%) employees (Tables 76 and 77).

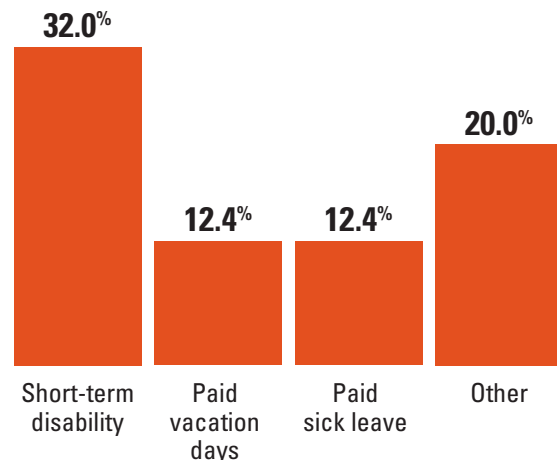
The five most common leaves offered are adoption (75.8%), bonding (69.1%), maternity (68.5%), paternity (67.4%) and parental/family leave (64.6%) (Table 78). Organizations that extend eligibility for paid bonding leave to individuals other than biological parents most frequently include adoptive parents (89.4%) and foster parents (72.4%) (Table 79).

Bereavement leave is by far the most prevalent type of paid family leave (88.7%) (Table 80). Most of the organizations that offer bereavement leave do so in a separate plan (91.2%) (Table 81), and the number of days off provided varies by the relationship of the deceased to the employee (Tables 82 through 84).

Offer Paid Parental Leave



Other Leaves to Be Exhausted Before Paid Parental Leave*

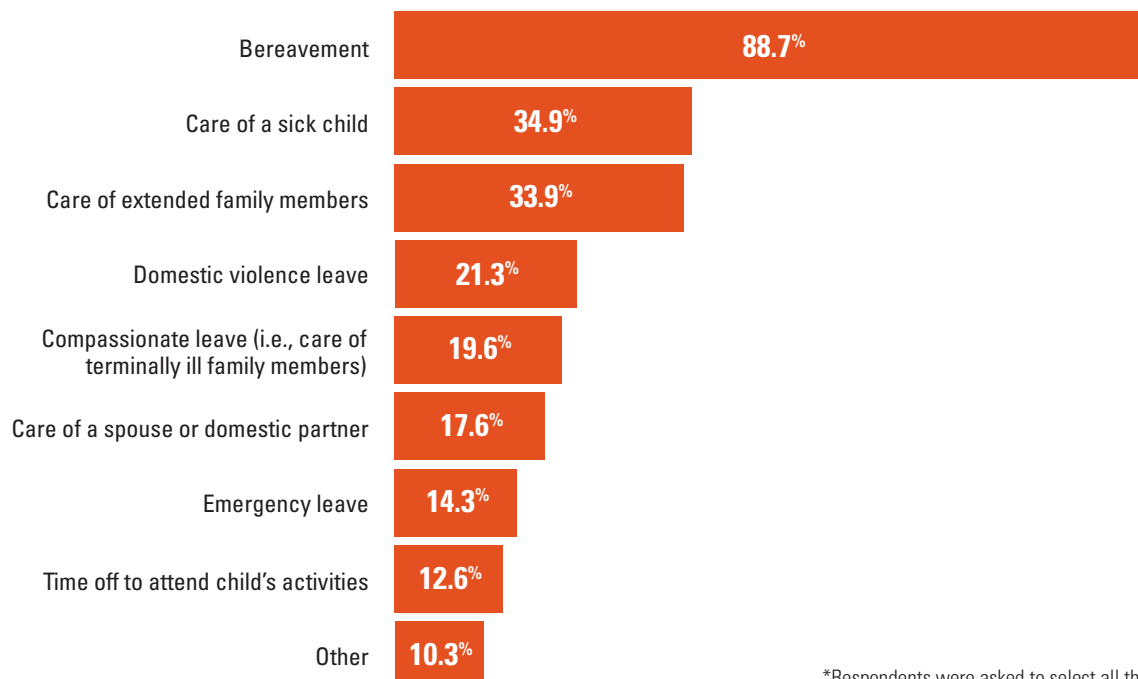


*Respondents were asked to select all that apply.

Jury duty leave is the most frequently offered paid community leave (81.7%), followed by voting leave (42.9%) and volunteer/community service leave (28.6%) (Table 85). On average, organizations grant 51 hours for jury duty leave and 13 hours for volunteer/community service leave (Tables 86 and 87).

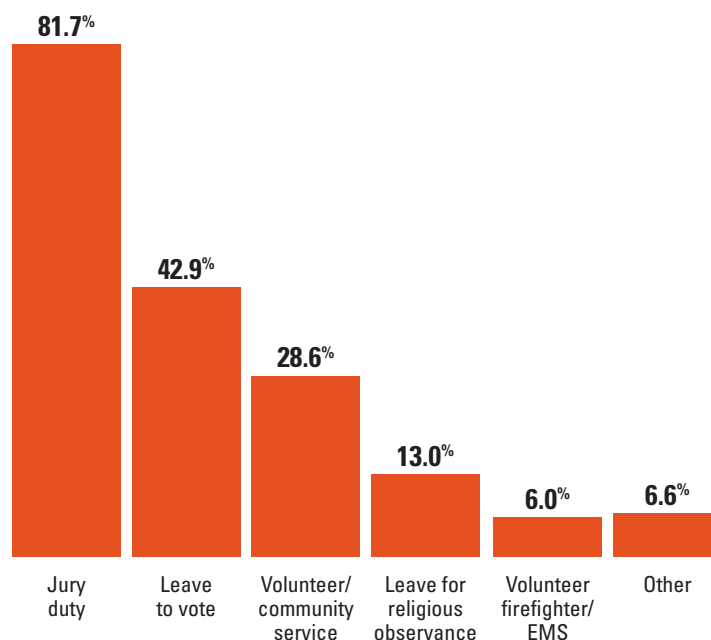
Disability leave is the most offered type of paid health and wellness leave (51.5%) (Table 88). Table 89 shows several other types of paid leave offered, including leave for inclement weather (21.9%) and employee birthdays (8.3%).

Paid Family Leaves Offered*



*Respondents were asked to select all that apply.

Paid Community Leaves*



*Respondents were asked to select all that apply.

TABLE 73

Paid Parental Leave	Overall (n=295)	CP (n=261)	PE (n=34)
Yes	57.6%	58.6%	50.0%
Yes, as part of a PTO bank	2.7%	3.1%	0.0%
No, but considering	12.9%	12.6%	14.7%
No	26.8%	25.7%	35.3%

TABLE 74

Salary/Wage Offered During Paid Parental Leave	Overall (n=176)	CP (n=159)	PE (n=17**)
Yes	77.8%	77.4%	82.4%
No, all paid parental leave is paid at a partial rate of pay.	8.5%	9.4%	0.0%
No, the new-parent employees receive full wages for a specified period and then a partial payment for a specified period.	5.1%	5.7%	0.0%
Other	8.5%	7.5%	17.6%

TABLE 75

Other Paid Leaves to Be Exhausted Before Paid Parental Leave*	Overall (n=178)	CP (n=161)	PE (n=17**)
Short-term disability	32.0%	32.9%	23.5%
Paid sick leave	12.4%	11.8%	17.6%
Paid vacation days	12.4%	11.8%	17.6%
Other	20.0%	16.7%	55.6%
Not sure	7.3%	8.1%	0.0%

*Respondents were asked to select all that apply.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 76

Paid Parental Leave Minimum Service Requirement (Salaried)

	Overall (n=174)	CP (n=157)	PE (n=17**)
Date of hire	40.8%	42.7%	23.5%
Beginning of next month	4.6%	5.1%	0.0%
After 90 days	9.8%	10.8%	0.0%
After six months	12.1%	10.8%	23.5%
After one year	25.9%	25.5%	29.4%
After a different specific number of days	0.6%	0.6%	0.0%
Other	6.3%	4.5%	23.5%

TABLE 77

Paid Parental Leave Minimum Service Requirement (Hourly)

	Overall (n=171)	CP (n=154)	PE (n=17**)
Date of hire	39.8%	41.6%	23.5%
Beginning of next month	3.5%	3.9%	0.0%
After 90 days	9.4%	10.4%	0.0%
After six months	11.7%	10.4%	23.5%
After one year	25.7%	26.0%	23.5%
After a different specific number of days	0.6%	0.6%	0.0%
Other	9.4%	7.1%	29.4%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 78

Types of Paid Parental Leave Offered*

	Overall (n=178)	CP (n=161)	PE (n=17**)
Adoption leave	75.8%	75.8%	76.5%
Bonding leave (gender neutral to care for a new child)	69.1%	68.3%	76.5%
Maternity leave (leave for a mother above and beyond legal requirements)	68.5%	67.1%	82.4%
Paternity leave (leave for a father above and beyond legal requirements)	67.4%	66.5%	76.5%
Parental/family leave (leave for a parent, regardless of gender, above and beyond legal requirements)	64.6%	64.0%	70.6%
Foster care leave	48.9%	50.3%	35.3%
Surrogate leave (intended parents, not the surrogate)	30.3%	32.3%	11.8%
Leave related to a miscarriage	27.5%	29.2%	11.8%
Fertility treatment	8.4%	8.1%	11.8%
Other	2.8%	3.1%	0.0%

*Respondents were asked to select all that apply.

TABLE 79

Bonding Leave Eligibility*

	Overall (n=123)	CP (n=110)	PE (n=13**)
Adoptive parent	89.4%	93.6%	53.8%
Foster parent	72.4%	75.5%	46.2%
Surrogate parent (intended parent, not the surrogate)	58.5%	60.9%	38.5%
Grandparent	4.1%	4.5%	0.0%
Other	5.7%	3.6%	23.1%

*Respondents were asked to select all that apply.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 80

Paid Family Leaves Offered*

	Overall (n=301)	CP (n=266)	PE (n=35)
Bereavement	88.7%	89.8%	80.0%
Care of a sick child	34.9%	34.2%	40.0%
Care of extended family members	33.9%	32.3%	45.7%
Domestic violence leave	21.3%	21.1%	22.9%
Compassionate leave (i.e., care of terminally ill family members)	19.6%	20.7%	11.4%
Care of a spouse or domestic partner	17.6%	18.0%	14.3%
Emergency leave	14.3%	13.5%	20.0%
Time off to attend child's activities	12.6%	12.8%	11.4%
Other	10.3%	10.5%	8.6%

*Respondents were asked to select all that apply.

TABLE 81

Paid Bereavement Leave Plan

	Overall (n=261)	CP (n=234)	PE (n=27**)
In a separate plan	91.2%	91.5%	88.9%
As part of PTO	8.8%	8.5%	11.1%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 82

Number of Paid Bereavement Days Offered: Overall

	Immediate family (n=267)	Grandparents (n=267)	Aunts/uncles/ cousins (n=267)	In-laws (n=267)	Close friends/ chosen family (n=267)
No days	0.0%	2.6%	29.6%	7.5%	61.4%
One day	0.0%	7.9%	18.4%	6.0%	12.0%
Two days	2.6%	5.6%	6.4%	4.9%	2.6%
Three days	41.9%	45.3%	25.5%	44.2%	10.1%
Four days	3.4%	3.7%	1.1%	3.4%	0.4%
Five days	40.4%	29.2%	16.1%	27.7%	10.9%
Six to nine days	1.9%	1.1%	0.4%	1.5%	0.4%
Ten to 19 days	6.4%	3.0%	1.9%	3.4%	1.9%
20 to 29 days	2.6%	0.7%	0.4%	0.7%	0.4%
30 or more days	0.7%	0.7%	0.4%	0.7%	0.0%
<i>Average (Days)</i>	<i>5.1</i>	<i>4.0</i>	<i>2.4</i>	<i>3.9</i>	<i>1.3</i>

TABLE 83

Number of Paid Bereavement Days Offered: Corporate

	Immediate family (n=239)	Grandparents (n=239)	Aunts/uncles/ cousins (n=239)	In-laws (n=239)	Close friends/ chosen family (n=239)
No days	0.0%	2.1%	28.5%	7.9%	59.8%
One day	0.0%	7.1%	18.0%	5.9%	12.1%
Two days	2.5%	5.9%	7.1%	5.0%	2.9%
Three days	42.7%	46.9%	25.9%	44.8%	10.9%
Four days	3.3%	3.3%	0.8%	2.9%	0.4%
Five days	40.2%	28.9%	16.7%	26.8%	11.3%
Six to nine days	1.7%	1.3%	0.4%	1.7%	0.4%
Ten to 19 days	5.9%	2.9%	1.7%	3.3%	1.7%
20 to 29 days	2.9%	0.8%	0.4%	0.8%	0.4%
30 or more days	0.8%	0.8%	0.4%	0.8%	0.0%
<i>Average (Days)</i>	<i>5.1</i>	<i>4.1</i>	<i>2.4</i>	<i>3.9</i>	<i>1.4</i>

TABLE 84

Number of Paid Bereavement Days Offered: Public

	Immediate family (n=28**)	Grandparents (n=28**)	Aunts/uncles/ cousins (n=28**)	In-laws (n=28**)	Close friends/ chosen family (n=28**)
No days	0.0%	7.1%	39.3%	3.6%	75.0%
One day	0.0%	14.3%	21.4%	7.1%	10.7%
Two days	3.6%	3.6%	0.0%	3.6%	0.0%
Three days	35.7%	32.1%	21.4%	39.3%	3.6%
Four days	3.6%	7.1%	3.6%	7.1%	0.0%
Five days	42.9%	32.1%	10.7%	35.7%	7.1%
Six to nine days	3.6%	0.0%	0.0%	0.0%	0.0%
Ten to 19 days	10.7%	3.6%	3.6%	3.6%	3.6%
20 to 29 days	0.0%	0.0%	0.0%	0.0%	0.0%
30 or more days	0.0%	0.0%	0.0%	0.0%	0.0%
<i>Average (Days)</i>	<i>4.7</i>	<i>3.4</i>	<i>1.9</i>	<i>3.8</i>	<i>0.9</i>

**Due to small number of responses, please use caution when generalizing findings to a particular population.

Other Paid Leave

TABLE 85

Paid Community Leaves*	Overall (n=301)	CP (n=266)	PE (n=35)
Jury duty leave	81.7%	82.0%	80.0%
Leave to vote	42.9%	41.4%	54.3%
Volunteer/community service leave	28.6%	30.5%	14.3%
Leave for religious observance upon request	13.0%	11.7%	22.9%
Volunteer firefighter/EMS leave	6.0%	6.0%	5.7%
Other	6.6%	7.1%	2.9%

*Respondents were asked to select all that apply.

TABLE 86

Number of Paid Jury Duty Hours Offered	Overall (n=243)	CP (n=215)	PE (n=28**)
One to seven hours	6.2%	6.5%	3.6%
Eight hours	18.5%	17.2%	28.6%
Nine to 39 hours	14.0%	14.4%	10.7%
40 hours	17.3%	17.7%	14.3%
41 to 79 hours	2.5%	2.8%	0.0%
80 hours	15.6%	17.2%	3.6%
More than 80 hours	25.9%	24.2%	39.3%
<i>Average (hours)</i>	<i>51.5</i>	<i>51.4</i>	<i>52.3</i>

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 87

Number of Paid Volunteer/Community Service Leave Hours Offered

	CP (n=81)
One to seven hours	8.6%
Eight hours	50.6%
Nine to 39 hours	38.3%
40 hours	0.0%
41 to 79 hours	0.0%
80 hours	0.0%
More than 80 hours	2.5%
<i>Average (hours)</i>	<i>13.2</i>

TABLE 88

Life Events Covered by Paid Health and Wellness Leaves*

	Overall (n=301)	CP (n=266)	PE (n=35)
Disability leave	51.5%	54.5%	28.6%
Personal leave	22.9%	21.4%	34.3%
Medical appointments	17.3%	16.5%	22.9%
Dental appointments	16.9%	16.2%	22.9%
Vision care appointments	13.6%	12.8%	20.0%
Self-care/mental health	13.3%	13.5%	11.4%
Exposure to infectious person (e.g., COVID-19, flu)	11.6%	12.0%	8.6%
Menstrual leave	2.0%	2.3%	0.0%
Menopause leave	2.0%	2.3%	0.0%
Other	15.1%	14.2%	21.9%

*Respondents were asked to select all that apply.

TABLE 89

Other Types of Paid Leaves*

	Overall (n=301)	CP (n=266)	PE (n=35)
Leave for inclement weather	21.9%	19.9%	37.1%
Day off for employee's birthday	8.3%	8.6%	5.7%
Sabbatical leave	8.3%	7.1%	17.1%
Leave to attend classes	7.6%	7.5%	8.6%
Pet care leave	2.3%	2.6%	0.0%
Day off for employee's anniversary day with organization	0.3%	0.4%	0.0%
Other	9.5%	11.0%	0.0%

*Respondents were asked to select all that apply.

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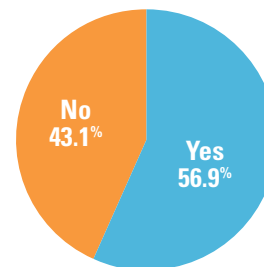
Part-Time Employee Paid Leave

Slightly more than half (56.9%) of organizations offer paid leave to part-time employees (Table 90) with the most common types being parental/family leave (43.1%), bonding leave (41.7%) and maternity leave (41.0%) (Table 91).

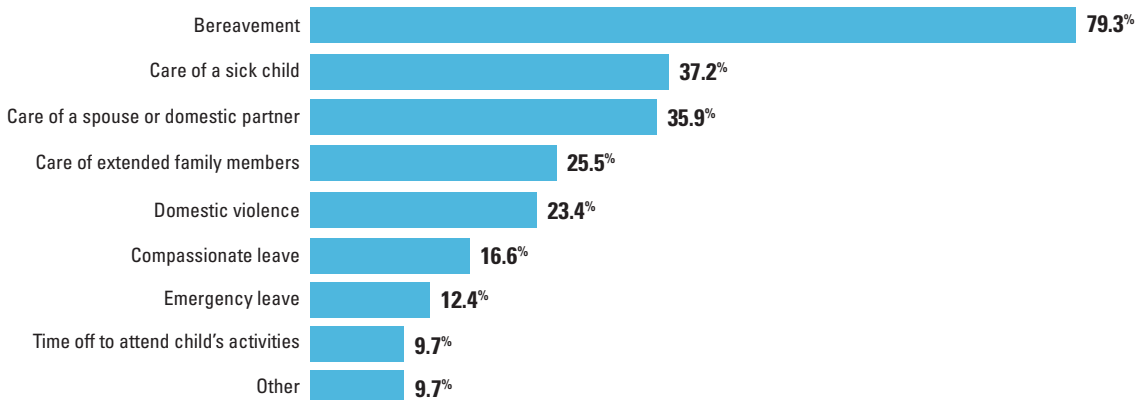
Bereavement leave is the most prevalent type of paid family leave for part-time employees, offered by 79.3% of organizations, followed by leave for care of a sick child (37.2%) and for care of a spouse or domestic partner (35.9%) (Table 93). The number of days off available varies by the relationship of the deceased to the employee (Tables 95 through 97).

Disability leave is the most frequently offered health and wellness paid leave (35.9%) for part-time workers (Table 101). Table 102 shows other common types of paid leave for part-time employees, such as inclement weather (20.0%) and sabbatical leave (6.9%).

Offer Paid Leave Benefits to Part-Time Employees

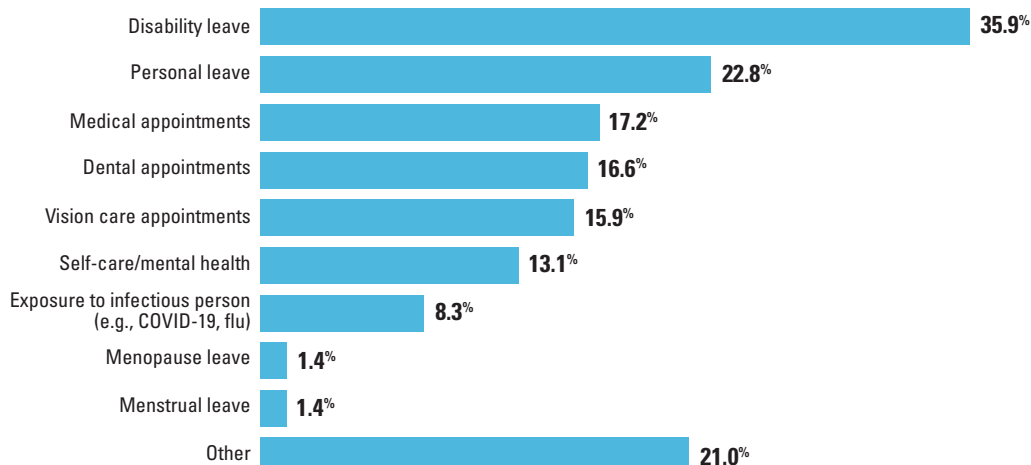


Types of Paid Family Leaves Offered to Part-Time Employees*



* Respondents were asked to select all that apply.

Paid Health and Wellness Leaves for Part-Time Employees*



* Respondents were asked to select all that apply.

TABLE 90

Paid Leave for Part-Time Employees

	Overall (n=255)	CP (n=224)	PE (n=31)
Yes	56.9%	56.3%	61.3%
No	43.1%	43.8%	38.7%

TABLE 91

Paid Parental Leave for Part-Time Employees*

	Overall (n=144)	CP (n=125)	PE (n=19**)
Parental/family leave (leave for a parent, regardless of gender, above and beyond legal requirements)	43.1%	46.4%	21.1%
Adoption leave	42.4%	45.6%	21.1%
Bonding leave (i.e., gender neutral to care for a new child)	41.7%	45.6%	15.8%
Maternity leave (leave for a mother above and beyond legal requirements)	41.0%	41.6%	36.8%
Paternity leave (leave for a father above and beyond legal requirements)	39.6%	41.6%	26.3%
Foster care leave	31.9%	34.4%	15.8%
Surrogate leave (intended parents, not the surrogate)	22.2%	24.8%	5.3%
Leave related to a miscarriage	18.1%	20.0%	5.3%
Fertility treatment	2.1%	2.4%	0.0%
Other	16.5%	15.2%	25.0%

*Respondents were asked to select all that apply.

TABLE 92

Paid Bonding Leave Eligibility for Part-Time Employees*

	CP (n=57)
Adoptive parent	94.7%
Foster parent	86.0%
Surrogate parent (intended parent, not the surrogate)	70.2%
Grandparent	7.0%
Other	1.8%

*Respondents were asked to select all that apply.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 93

Types of Paid Family Leave Offered to Part-Time Employees*

	Overall (n=145)	CP (n=126)	PE (n=19**)
Bereavement	79.3%	82.5%	57.9%
Care of a sick child	37.2%	36.5%	42.1%
Care of a spouse or domestic partner	35.9%	36.5%	31.6%
Care of extended family members	25.5%	27.8%	10.5%
Domestic violence leave	23.4%	26.2%	5.3%
Compassionate leave (i.e., care of terminally ill family members)	16.6%	17.5%	10.5%
Emergency leave	12.4%	13.5%	5.3%
Time off to attend child's activities	9.7%	11.1%	0.0%
Other	9.7%	10.3%	5.3%

*Respondents were asked to select all that apply.

TABLE 94

Paid Bereavement Leave for Part-Time Employees

	Overall (n=114)	CP (n=103)	PE (n=11**)
In a separate plan	93.9%	94.2%	90.9%
As part of PTO	6.1%	5.8%	9.1%

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 95

Number of Paid Bereavement Days Offered to Part-Time Employees: Overall

	Immediate family (n=115)	Grandparents (n=115)	Aunts/uncles/ cousins (n=115)	In-laws (n=115)	Close friends/ chosen family (n=115)
No days	0.0%	1.7%	26.1%	5.2%	54.8%
One day	0.0%	8.7%	20.9%	8.7%	10.4%
Two days	3.5%	5.2%	6.1%	3.5%	4.3%
Three days	40.0%	42.6%	22.6%	39.1%	11.3%
Four days	4.3%	3.5%	3.5%	4.3%	1.7%
Five days	37.4%	30.4%	15.7%	29.6%	13.9%
Six to nine days	1.7%	1.7%	0.9%	1.7%	1.7%
Ten to 19 days	5.2%	3.5%	2.6%	5.2%	1.7%
20 to 29 days	7.8%	2.6%	1.7%	2.6%	0.0%
30 or more days	0.0%	0.0%	0.0%	0.0%	0.0%
<i>Average (Days)</i>	<i>5.6</i>	<i>4.2</i>	<i>2.6</i>	<i>4.3</i>	<i>1.6</i>

TABLE 96

Number of Paid Bereavement Days Offered to Part-Time Employees: Corporate

	Immediate family (n=104)	Grandparents (n=104)	Aunts/uncles/ cousins (n=104)	In-laws (n=104)	Close friends/ chosen family (n=104)
No days	0.0%	1.9%	25.0%	5.8%	52.9%
One day	0.0%	7.7%	20.2%	9.6%	9.6%
Two days	3.8%	5.8%	6.7%	3.8%	4.8%
Three days	40.4%	42.3%	22.1%	37.5%	12.5%
Four days	3.8%	2.9%	2.9%	3.8%	1.9%
Five days	35.6%	30.8%	17.3%	28.8%	14.4%
Six to nine days	1.9%	1.9%	1.0%	1.9%	1.9%
Ten to 19 days	5.8%	3.8%	2.9%	5.8%	1.9%
20 to 29 days	8.7%	2.9%	1.9%	2.9%	0.0%
30 or more days	0.0%	0.0%	0.0%	0.0%	0.0%
<i>Average (Days)</i>	<i>5.8</i>	<i>4.3</i>	<i>2.8</i>	<i>4.3</i>	<i>1.7</i>

TABLE 97

Number of Paid Bereavement Days Offered to Part-Time Employees: Public

	Immediate family (n=11**)	Grandparents (n=11**)	Aunts/uncles/ cousins (n=11**)	In-laws (n=11**)	Close friends/ chosen family (n=11**)
No days	0.0%	0.0%	36.4%	0.0%	72.7%
One day	0.0%	18.2%	27.3%	0.0%	18.2%
Two days	0.0%	0.0%	0.0%	0.0%	0.0%
Three days	36.4%	45.5%	27.3%	54.5%	0.0%
Four days	9.1%	9.1%	9.1%	9.1%	0.0%
Five days	54.5%	27.3%	0.0%	36.4%	9.1%
Six to nine days	0.0%	0.0%	0.0%	0.0%	0.0%
Ten to 19 days	0.0%	0.0%	0.0%	0.0%	0.0%
20 to 29 days	0.0%	0.0%	0.0%	0.0%	0.0%
30 or more days	0.0%	0.0%	0.0%	0.0%	0.0%
<i>Average (Days)</i>	<i>4.2</i>	<i>3.3</i>	<i>1.5</i>	<i>3.8</i>	<i>0.6</i>

TABLE 98

Paid Community Leaves for Part-Time Employees*

	Overall (n=145)	CP (n=126)	PE (n=19**)
Jury duty leave	73.8%	77.0%	52.6%
Leave to vote	33.8%	35.7%	21.1%
Volunteer/community service leave	29.0%	33.3%	0.0%
Leave for religious observance upon request	9.7%	9.5%	10.5%
Volunteer firefighter/EMS leave	2.8%	3.2%	0.0%
Other	13.1%	11.1%	26.3%

*Respondents were asked to select all that apply.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 99

Number of Paid Jury Duty Leave Hours Offered to Part-Time Employees

	Overall (n=106)	CP (n=96)	PE (n=10**)
One to seven hours	7.5%	8.3%	0.0%
Eight hours	11.3%	10.4%	20.0%
Nine to 39 hours	21.7%	21.9%	20.0%
40 hours	12.3%	13.5%	0.0%
41 to 79 hours	4.7%	5.2%	0.0%
80 hours	10.4%	10.4%	10.0%
More than 80 hours	32.1%	30.2%	50.0%
<i>Average (days)</i>	<i>53.4</i>	<i>52.3</i>	<i>64.0</i>

TABLE 100

Number of Paid Volunteer/Community Service Hours Offered to Part-Time Employees

	CP (n=42)
One to seven hours	14.3%
Eight hours	40.5%
Nine to 39 hours	40.5%
40 hours	0.0%
41 to 79 hours	0.0%
80 hours	0.0%
More than 80 hours	4.8%
<i>Average (days)</i>	<i>15.1%</i>

**Due to small number of responses, please use caution when generalizing findings to a particular population.

TABLE 101

Life Events Covered by Paid Health and Wellness Leaves for Part-Time Employees*

	Overall (n=145)	CP (n=126)	PE (n=19**)
Disability leave	35.9%	38.9%	15.8%
Personal leave	22.8%	22.2%	26.3%
Medical appointments	17.2%	16.7%	21.1%
Dental appointments	16.6%	15.9%	21.1%
Vision care appointments	15.9%	15.9%	15.8%
Self-care/mental health	13.1%	14.3%	5.3%
Exposure to infectious person (e.g., COVID-19, flu)	8.3%	9.5%	0.0%
Menstrual leave	1.4%	1.6%	0.0%
Menopause leave	1.4%	1.6%	0.0%
Other	21.0%	17.5%	43.8%

*Respondents were asked to select all that apply.

TABLE 102

Other Types of Leave Offered to Part-Time Employees*

	Overall (n=145)	CP (n=126)	PE (n=19**)
Leave for inclement weather	20.0%	19.0%	26.3%
Sabbatical leave	6.9%	7.1%	5.3%
Day off for employee's birthday	5.5%	5.6%	5.3%
Leave to attend classes	4.1%	4.0%	5.3%
Pet care leave	0.7%	0.8%	0.0%
Other	11.5%	13.6%	0.0%

*Respondents were asked to select all that apply.

**Due to small number of responses, please use caution when generalizing findings to a particular population.

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Demographics

More than eight in ten respondents (88.4%) represent single employers/corporations, while 11.6% are from public/governmental plans (Table 104).

Among public/governmental entities, roughly one-third (31.4%) represent municipalities (city, village, township, etc.), followed by states (22.9%) and colleges/universities (20.0%) (Table 105).

Single employer respondents represent a wide range of industries, including health care and medicine (13.5%), professional services (12.4%) and insurance (10.9%) (Table 106).

Nearly one-third of respondents are located in the Northeast/Mid-Atlantic (32.6%), followed by the Midwest (27.2%), the West (21.9%) and the South (18.3%) (Table 103). Responding organizations represent a wide range of employer sizes, from fewer than 50 employees (10.6%) to 10,000 or more (9.0%) (Table 107).

TABLE 103

Region*	Overall (n=301)	CP (n=266)	PE (n=35)
Midwest	27.2%	27.8%	22.9%
Northeast/Mid-Atlantic	32.6%	33.5%	25.7%
South	18.3%	16.9%	28.6%
West	21.9%	21.8%	22.9%

*Regions are comprised as follows: Midwest (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI), Northeast (CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT), South (AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, VA, WV), West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)

TABLE 104

Organization Type	Overall (n=301)
Corporation/single employer (including professional services firms, nonprofits)	88.4%
Public employer/governmental entity (e.g., municipality, county, state, federal government, college/university)	11.6%

TABLE 105

Type of Public Organization	PE (n=35)
Municipality (city, village, township, etc.)	31.4%
State	22.9%
College/university	20.0%
County/district	11.4%
Other	14.3%

TABLE 106

Primary Industry Among Single Employers/Corporations	CP (n=266)
Health care and medicine	13.5%
Professional service firm (e.g., accounting, law, consulting)	12.4%
Insurance	10.9%
Manufacturing/distribution nonprofit	10.5%
Banking and finance	8.3%
Education	4.9%
Communications/telecommunications and high technology	6.4%
Construction	4.5%
Energy, utilities and mining	3.4%
Retail/wholesale trade	3.0%
Arts, entertainment and recreation	1.9%
Transportation	1.5%
Accommodation and food services	0.8%
Other	18.0%

TABLE 107

Number of Participants in Health Plan

	Overall (n=301)	CP (n=266)	PE (n=35)
50 or fewer	10.6%	12.0%	0.0%
51-499	27.6%	28.2%	22.9%
500-2,499	32.2%	31.6%	37.1%
2,500-4,999	12.3%	12.0%	14.3%
5,000-7,499	3.7%	3.4%	5.7%
7,500-9,999	4.3%	4.5%	2.9%
10,000 or more	9.0%	8.3%	14.3%
Not sure	0.3%	0.0%	2.9%

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