

survey highlights

# employers revisit time-off benefits

In the wake of the pandemic and the social justice movement, some employers are changing time-off policies – such as providing more leave for new parents, more flexible time-off, and recognizing Juneteenth as a company holiday. Here are a few highlights from Mercer's 2021 Absence and Disability Management Survey.

## paid parental/caregiver leave

**Paid parental leave grew sharply in 2021 and is becoming an integral part of comprehensive time-off benefits.**

- Parental bonding/care leave for birth parent – after maternity leave related to disability ends
- Parental bonding/care leave for non-birth parent – begins at birth

Median number of weeks paid leave by year

### 2015

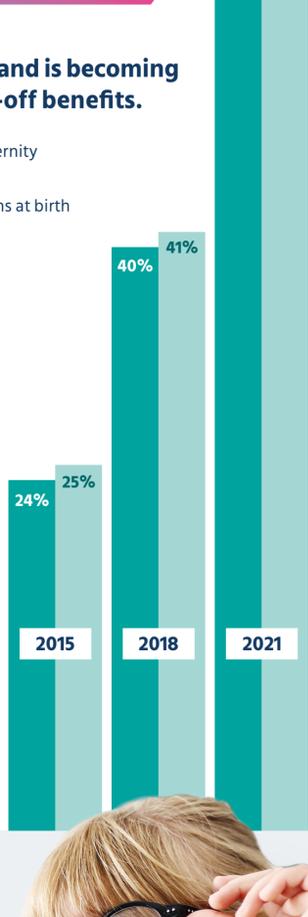
For birth parent (begins when disability ends): **6**  
For non-birth parent (begins at birth): **4**

### 2018

For birth parent (begins when disability ends): **6**  
For non-birth parent (begins at birth): **4**

### 2021

For birth parent (begins when disability ends): **6**  
For non-birth parent (begins at birth): **5**



## unlimited PTO

**After years of talk but little action, unlimited PTO is getting traction. One in five survey respondents provide unlimited PTO to at least some employees.**

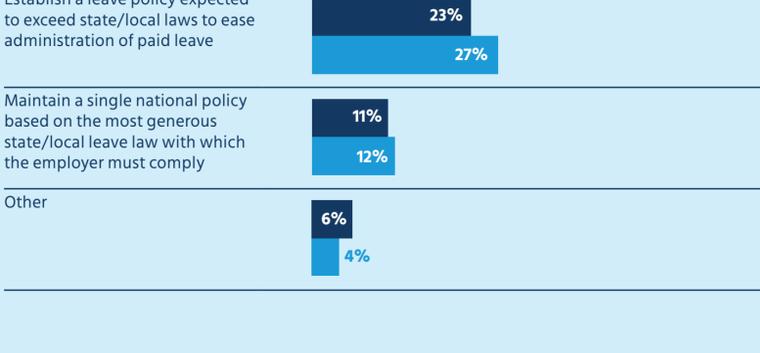


Selected Results – 2021 Absence & Disability Management Survey

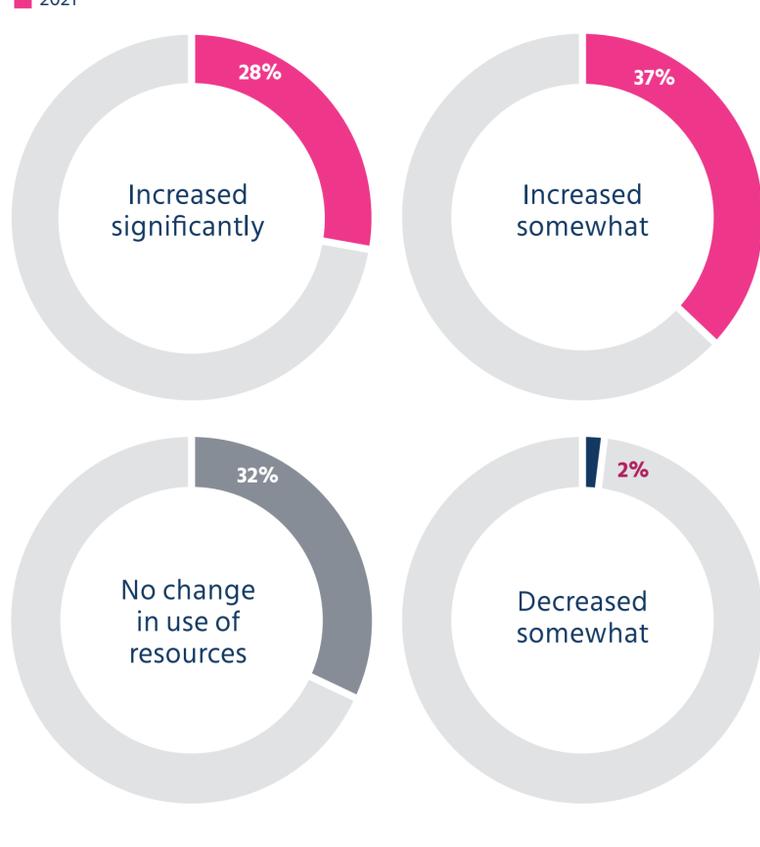
## compliance

**How employers comply with state and local paid leave requirements**

Coping with a patchwork of state and local leave requirements has only gotten more challenging in the wake of the pandemic. The majority of employers have had to devote additional resources to handle compliance. Many say they would welcome a voluntary federal minimum standard.



**Two-thirds of respondents have seen an increase in resources used to handle state and locally mandated paid leave over the past five years**



**Over half of respondents support the concept of a voluntary federal minimum standard for paid leave\***



\*That, if met, would shield employers from having to comply with state and local requirements

## holidays

**Survey respondents provide an average of 9 fixed holidays a year. That hasn't changed since 2015, but in 2021 some employers will close for Juneteenth and Election Day.**

**Holidays observed**

Thanksgiving Day	100%
4th of July/Independence Day	99%
New Year's Day	99%
Christmas Day	99%
Memorial Day	98%
Labor Day	95%
Day after Thanksgiving	73%
Martin Luther King, Jr. Day	55%
Christmas Eve	52%

Presidents' Day	38%
New Year's Eve	29%
Good Friday	22%
Veterans' Day	13%
Columbus Day/Indigenous Peoples' Day	9%
<b>Juneteenth</b>	<b>9%</b>
Easter	6%
<b>Election Day</b>	<b>2%</b>

**Contact us to learn more about Absence and Disability Management and get started with a leave assessment.**