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FREQUENTLY ASKED QUESTIONS (FAQ)

What is the 2019 Employer Trends Report?

- For the 4th year, PL+US surveyed the top US employers to determine the state of paid family and medical leave across the US. This report reveals who currently has access to paid family leave policy and highlights the need for greater access in both corporate and public policy.
- For the first time in 2019, PL+US broadened its analysis beyond surveying historically tracked top employers to understand access to paid family leave in the largest employment sectors in the United States.
- The 2019 report shows year over year trends, in addition to identifying which sectors are leading in providing paid family and medical leave, which are lagging, and offers employees, employers, and investors the resources to change their company policy.

How did you determine which employers to include in this report?

All employers that were tracked in previous employer reports are included in the 2019 Employer Trends Report, in order to track trends over time. These employers are among the largest employers in the United States.

In order to analyze access to paid family and medical leave across the largest employment sectors in the United States, the report:

- Uses the largest employment sectors defined by the Bureau of Labor Statistics (BLS). These sectors are: Professional & Business Services, Financial Activities, Information, Manufacturing, Leisure & Hospitality, Trade, Transportation & Utilities and Education & Health Services.
- Classifies each of the employers from our previous report into these sectors as defined by the BLS.¹
- Uses publicly available stock exchange data² on employers to identify the sector that they most appropriately fit into, so that we could then compare policies across sectors.
- Collects available data for parental leave (including time for childbirth recovery), family caregiving leave, and personal medical leave for each employer, and then evaluates average length of leaves within each sector.
- For those sectors that were under-represented in previous PL+US reports and historically tracked data, the report identified the largest or most prominent employers in each sector.

¹ <https://www.bls.gov/jlt/jltnaics.htm>

² <https://finance.yahoo.com/>

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- Through this additional research 19 new large employers were added for analysis, creating a representative sample of employers in each sector. These added employers allow for a robust sector analysis.
- Through this approach, PL+US assessed what PFML looks like across the United States for over 126 million employees, 94 employers total.

How was the data confirmed?

Policy information included in this dataset was confirmed through one of the following ways: 1) directly with a company representative via email, 2) because it was previously published in a newspaper of record, 3) by company announcement published on a company website, or 4) via a current employee benefits manual.

What companies changed their paid family leave policies in 2019?

In 2019, Apple, Boeing, Citigroup, GE, Hilton, H&M, HP Enterprises, JP Morgan Chase, Kohl's, Marriott, Target, Walgreens, and Walt Disney Co. all introduced new policies, which means more than 2.4 million people have access to new or expanded paid leave policies last year.

What's changed since you started tracking top US employers in 2016?

- Employers are expanding policies to address the caregiving crisis
 - 27% of employers provide paid caregiving leave to some portion of their employees, which is up from 16% last year.
- Moms, dads, and adoptive parents increasingly have equal access to parental leave:
 - 74% of employers provide equal access to parental leave for all new parents, which is up from 72% last year.
 - Discriminatory policies remain at roughly 10% of companies. These policies are unequal because they draw a distinction between “primary” versus “secondary” parents.

Definitions of terms in the scorecard

- **Childbirth recovery:** This is the period of time a birthing parent needs to personally recover from childbirth. In the US, it is often covered by short-term disability insurance for a period of 6 or 8 weeks for vaginal or C-section births, respectively. Some insurance providers allow additional time for those experiencing complications from childbirth or during pregnancy.
- **Paid parental leave:** Sometimes called bonding leave, paid parental leave is paid time away from the workplace to welcome a newly-arrived child.

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- **Primary/secondary caregiver policy:** Some employers use an antiquated definition of “primary” versus “secondary” caregiver, which can require an employee to “prove” that they are a sole or primary caregiver in order to access full benefits.
- **Family caregiving leave:** Paid time away from the workplace for an employee to care for a seriously ill family member.
- **Personal medical leave:** Paid time away from the workplace for an employee’s own medical recovery. Personal medical leave is often also provided via short-term disability insurance.
- **Birthing parent:** The person who physically gives birth to a child. As family planning technology advances, our terminology must also expand to include people who give birth who are not the biological parent of that child (surrogacy) and men who have the biological capacity to birth a child.
- **Non-birthing parent:** Refers to a “non-gestational” parent such as a non-birthing mother, father, adoptive or foster parent.
- **People of color:** The term people of color the report defines as non-white, which the Bureau of Labor Statistics categorizes as Black or African American, Asian, and Hispanic or Latino.

To learn more, check out our analyses from years past:

- [2016 End of Year Report](#)
- 2017 Report that dove deeper into [low-wage working people being left out](#) of paid leave policies
- 2017 Analysis of [LGBTQ and adoptive parents being left out of paid family leave policies](#)
- 2017 [Caregiving Report confirming only 2 companies](#) with paid caregiving leave
- [2018 Mid-Year Update](#) on Top US Employers policies
- [2018 End of Year Report](#)