

# 2016 ERC Parental Leave Policies & Practices Survey

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Conducted by ERC  
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# About ERC

ERC is Northeast Ohio's largest organization dedicated to HR and workplace programs, practices, training and consulting. ERC membership provides employers access to an incredible amount of information, expertise, and cost savings that supports the attraction, retention, and development of great employees. We also host the nationally recognized NorthCoast 99 program and sponsor the ERC Health insurance program. For more information about ERC, please visit [www.yourERC.com](http://www.yourERC.com).



# Introduction & Methodology

This report summarizes the results of ERC's survey of organizations in Northeast Ohio, conducted in August of 2016, on practices related to parental leave policies & practices. The survey reports trends in:

- Parental Leave Policies
- Eligibility Requirements
- Parental Leave Usage

All ERC members were invited to participate in the survey during August via email invitation and other promotions, and participated in the survey throughout the month. The survey officially closed on September 9, 2016. In order to provide the most reliable and accurate information, data was cleaned and duplicate records were removed. Any outliers or invalid data were also eliminated, yielding a final data set of 97 participating organizations, only from Northeast Ohio. Qualitative data was coded where applicable or analyzed according to commonality or major themes, and all quantitative data was analyzed using statistical software to ensure data validity and reliability.

This report shows several frequencies and response distributions. Frequencies of data responses may not total 100% exactly in some cases due to rounding of decimals or the ability for participating organizations to select multiple response options. In some cases, breakouts are not included due to quantity of data or insufficient sample.

## Key Findings

- Participants in the survey almost all offer their employees some type of parental leave of absence. However, the ways in which this leave is classified can vary. In addition, at least part of this leave is typically unpaid. For example, in cases of employees taking paternity leave, longer term financial options such as short-term disability are virtually unavailable.
- Although most of the participating employers in the survey are required to adhere to FMLA guidelines, even among those organizations who were too small or exempt for some other reason, largely used FMLA to formulate their parental leave of absence policies.
- Despite a lack of payment in many cases, the vast majority of eligible employees did take at least part of the parental leave of absence to which they were entitled in the past 12 months.

# Parental Leave Policies

Figure 1 | Percent of employers that offer parental leave (either informally or formally)

The vast majority of participating employers offer their employees some form of parental leave, although as **Figure 2 on page 7** demonstrates, how this leave is classified or labeled in each organization's handbook can vary significantly from employer to employer.

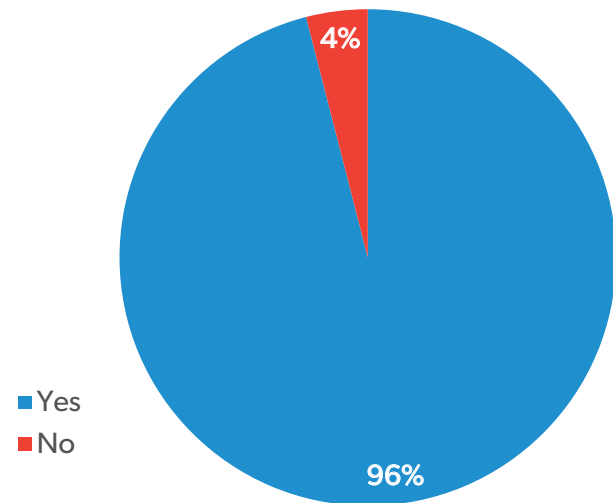


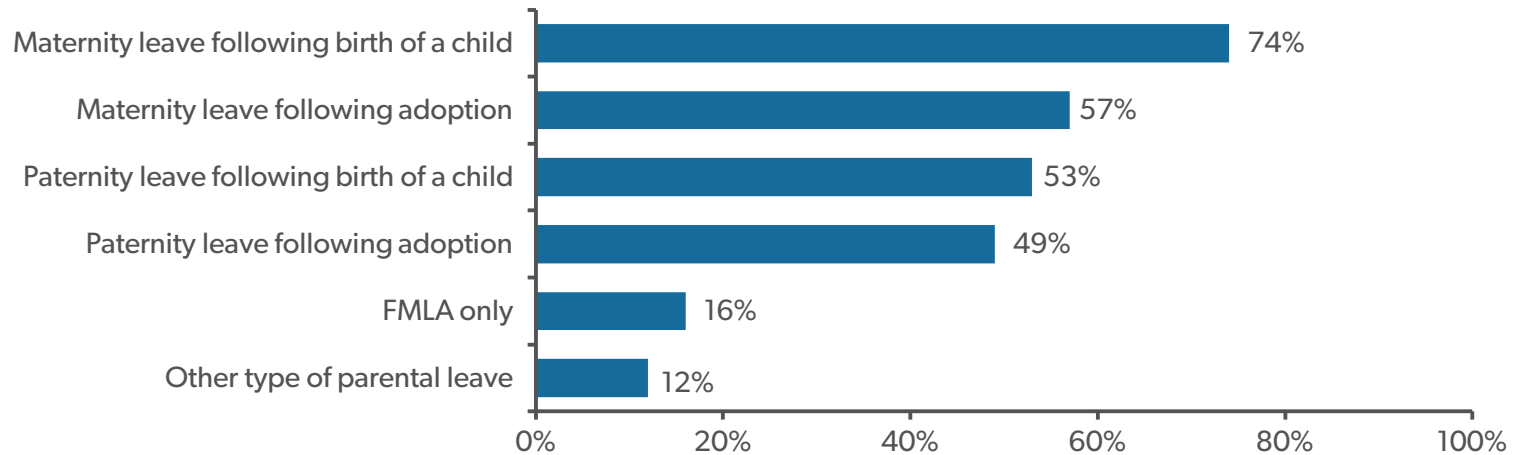
Figure 1a | Industry Breakouts

Percent of employers that offer parental leave (informally or formally)

	Percent
<b>Industry</b>	
Manufacturing	92%
Non-Manufacturing	97%
Non-Profit	100%
<b>Organizational Size</b>	
1-50	77%
51-200	98%
201-500	100%
Over 500	100%

**Figure 2 | Percent of employers that offer each type of parental leave**

Maternity leave following the birth of a child is the most common type of parental leave offered. It is important to note that 16% of the sample does not label their parental leave policy as such and instead simply groups this type of leave under their general FMLA policy.

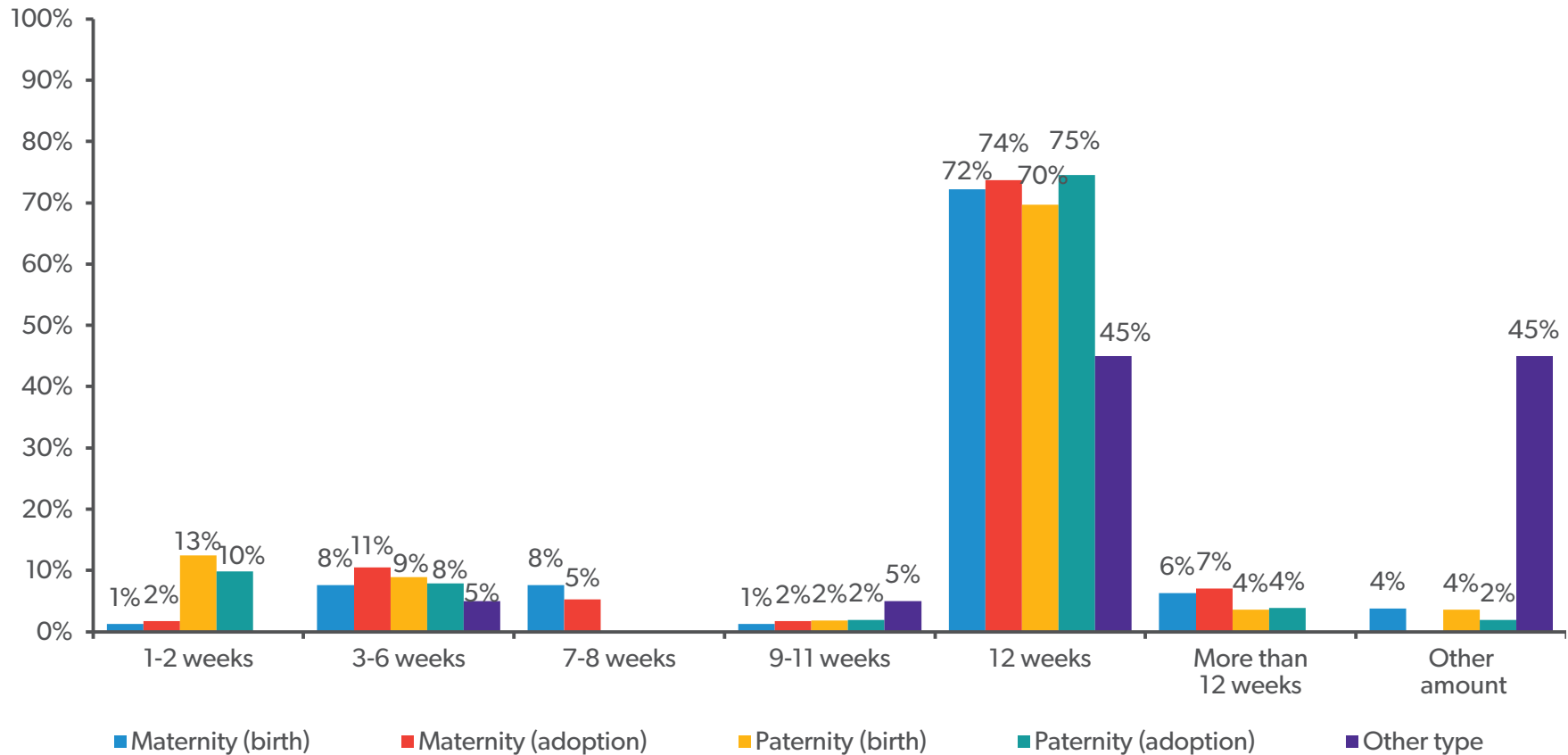
**Figure 2a | Industry Breakouts**

Percent of employers that offer each type of parental leave

	Maternity (birth)	Maternity (adoption)	Paternity (birth)	Paternity (adoption)	FMLA Only	Other
<b>Industry</b>						
Manufacturing	62%	46%	41%	38%	22%	14%
Non-Manufacturing	76%	58%	52%	48%	12%	18%
Non-Profit	83%	61%	72%	61%	17%	0%
<b>Organizational Size</b>						
1-50	54%	23%	38%	23%	15%	8%
51-200	74%	56%	50%	46%	17%	13%
201-500	71%	65%	59%	59%	24%	12%
Over 500	100%	75%	75%	75%	0%	25%

**Figure 3 | Amount of time off offered in weeks (regardless of pay) to employees for each of the following parental leave options**

Regardless of the type of parental leave, 12 weeks is far and away the most common time frame offered as a parental leave of absence. However, it is important to note that this time is not necessarily “paid”. Additional details about how each type of parental leave is paid (or not) can be found in **Figure 4** on page 9.





**Figure 4 | Percent of employers that fund parental leave using each mechanism**

Among all the types of payment provided to cover a parental leave of absence, short-term disability is the most common for maternity leave and accumulated time off is the most common for paternity leave.

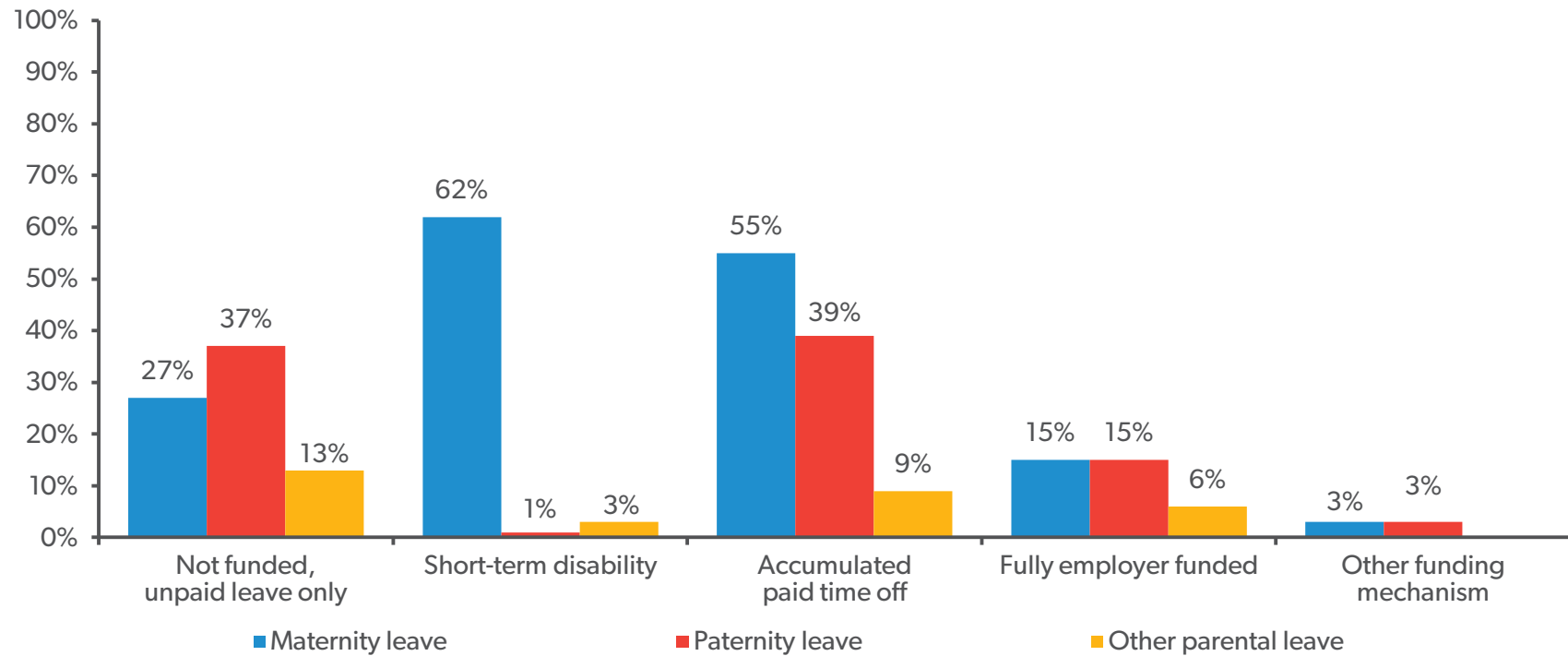


Figure 5 | Type of funding provided through short term disability (STD) plans used for parental leave

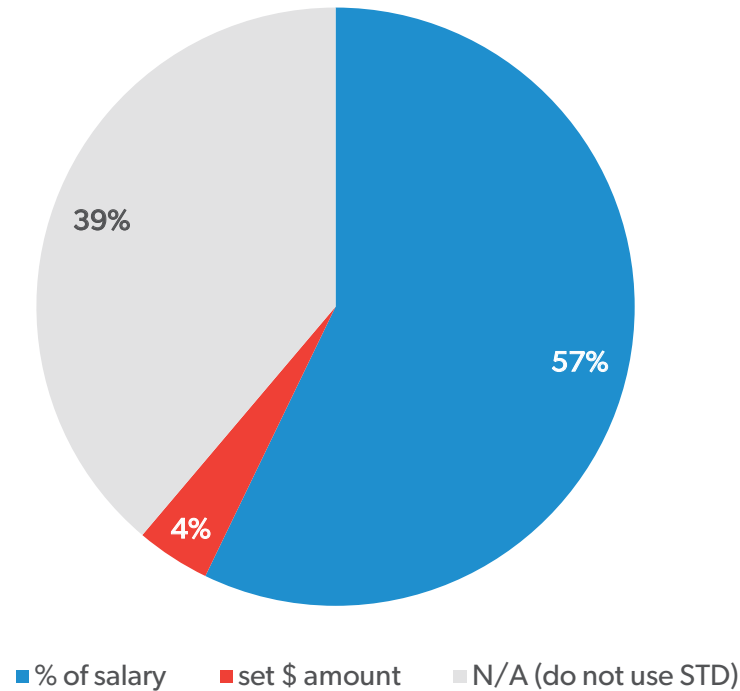


Figure 5 at left illustrates that the vast majority of employers who use STD to fund their parental leave (for qualifying female employees only), provide these employees with a percentage of their salary. The few organizations that provide a set dollar figure through their STD plans average \$231.25 per week during STD. Below, **Figure 5a** shows how much salary and how long this pay continues to come in during STD.

Figure 5a | Average percent of salary and duration of STD (in weeks)

	Average % of salary	Average # of weeks of STD
<b>All Organizations</b>	68%	12
<b>Industry</b>		
Manufacturing	70%	15
Non-Manufacturing	66%	9
Non-Profit	64%	13
<b>Organizational Size</b>		
1-50	60%	13
51-200	66%	12
201-500	72%	11
Over 500	88%	19

Figure 6 | Percent of employers placing limitations on use of accumulated time off to cover parental leave

Figure 6 shows that about half of employers allow employees to use paid time off (PTO) to cover at least a portion of their parental leave. However, about half of this group places some sort of limitation on how much and/or what kind of PTO can be cashed in on for this purpose. Policies varied widely, with some organizations allowing up to a certain number of weeks of PTO to be used, while others only allowed vacation time or personal days to be used. Below, Figure 6a provides the average duration of paid time off allowed – only among those employers who place some sort of limitation on usage.

Figure 6a | Average duration of accumulated paid time off allowed for parental leave

	Average # of weeks of PTO allowed
All Organizations	8
Industry	
Manufacturing	4
Non-Manufacturing	6
Non-Profit	12
Organizational Size	
1-50	12
51-200	7
201-500	6
Over 500	12

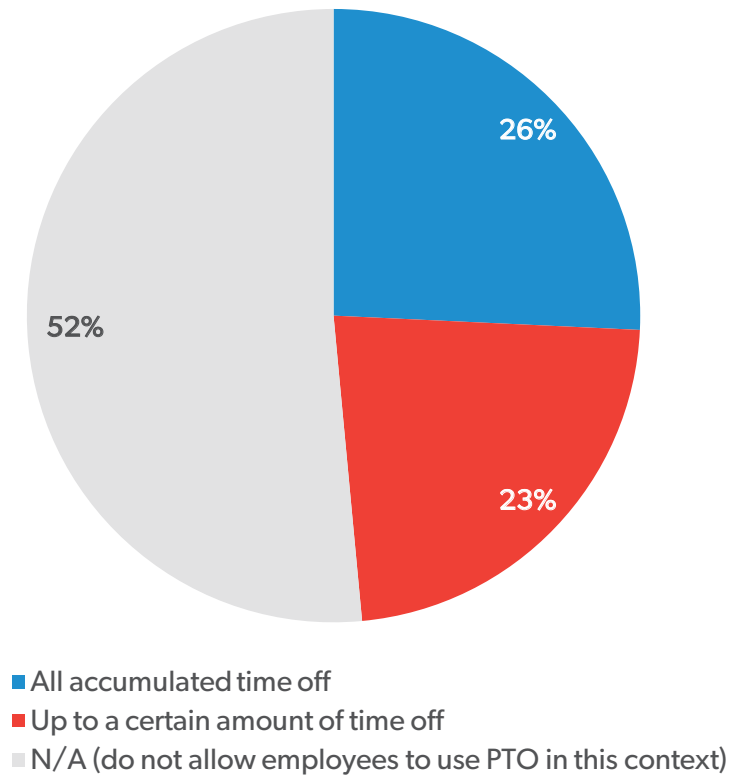


Figure 7 | Percent of employers who internally fund the paid time off provided to employees their under parental leave plan

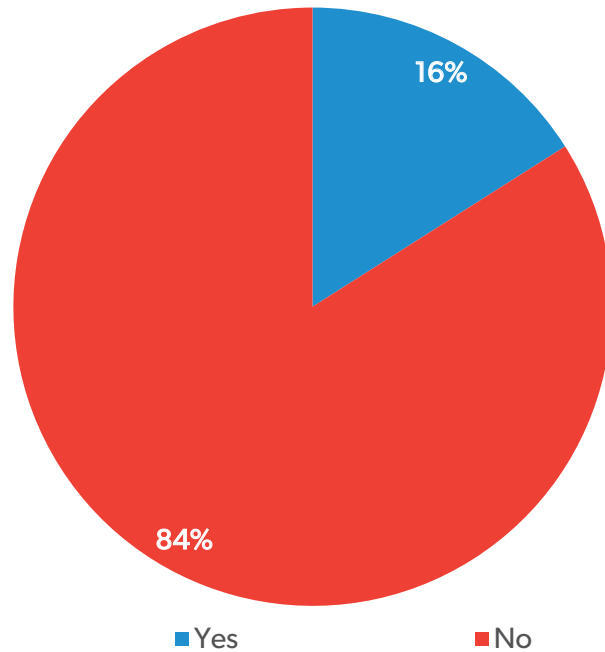


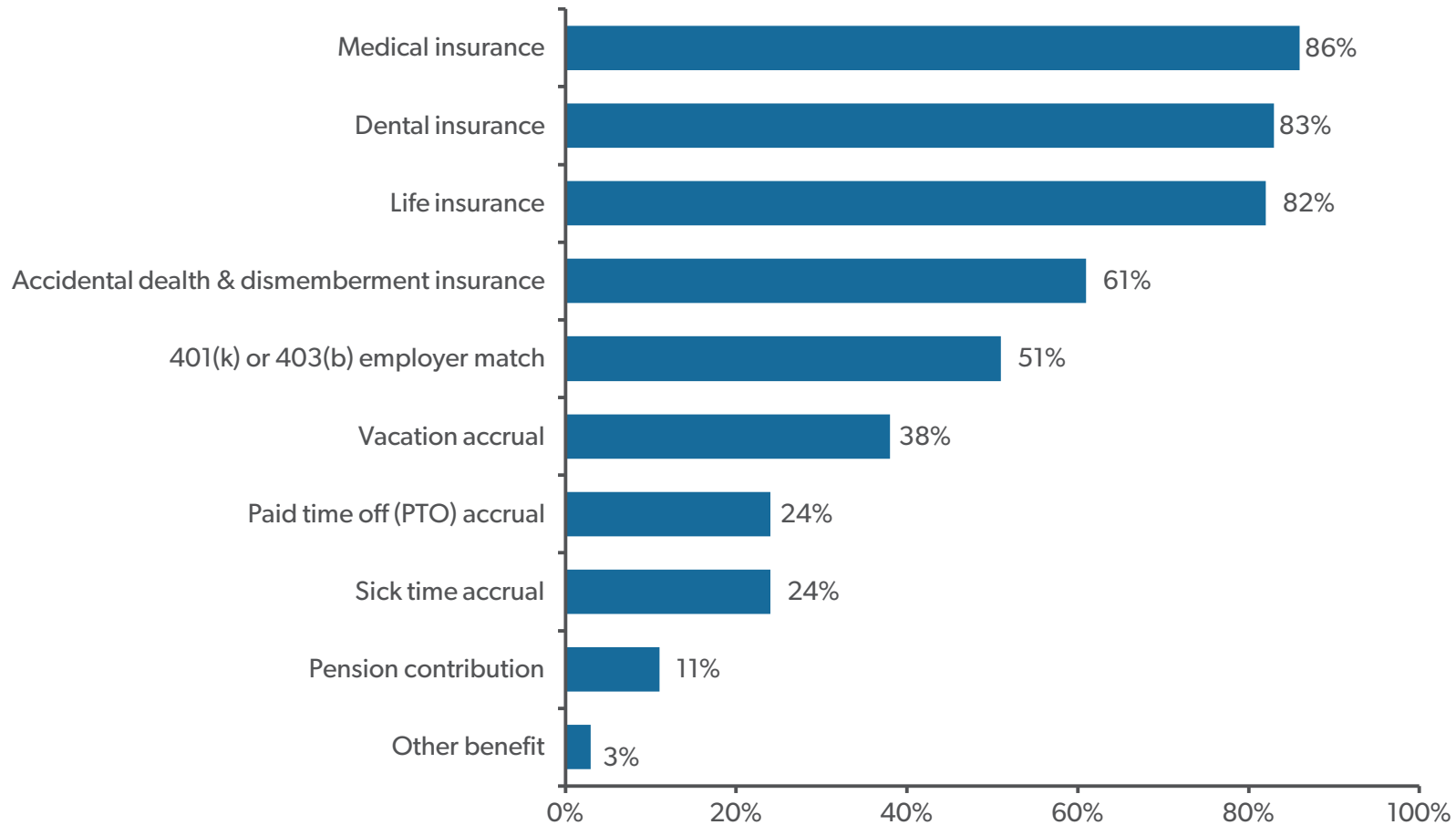
Figure 7 at left shows that 16% of employers fund parental leave themselves. However, the percent of salary continuation provided as well as the length of time over which they provide this salary continuation varies widely – see Figure 7a below.

Figure 7a | Average percent and duration of salary continuation

	Average % of salary	Average # of weeks
<b>All Organizations</b>	86%	6
<b>Industry</b>		
Manufacturing	96%	5
Non-Manufacturing	53%	5
Non-Profit	100%	6
<b>Organizational Size</b>		
1-50	85%	5
51-200	89%	6
201-500	100%	1
Over 500	100%	12

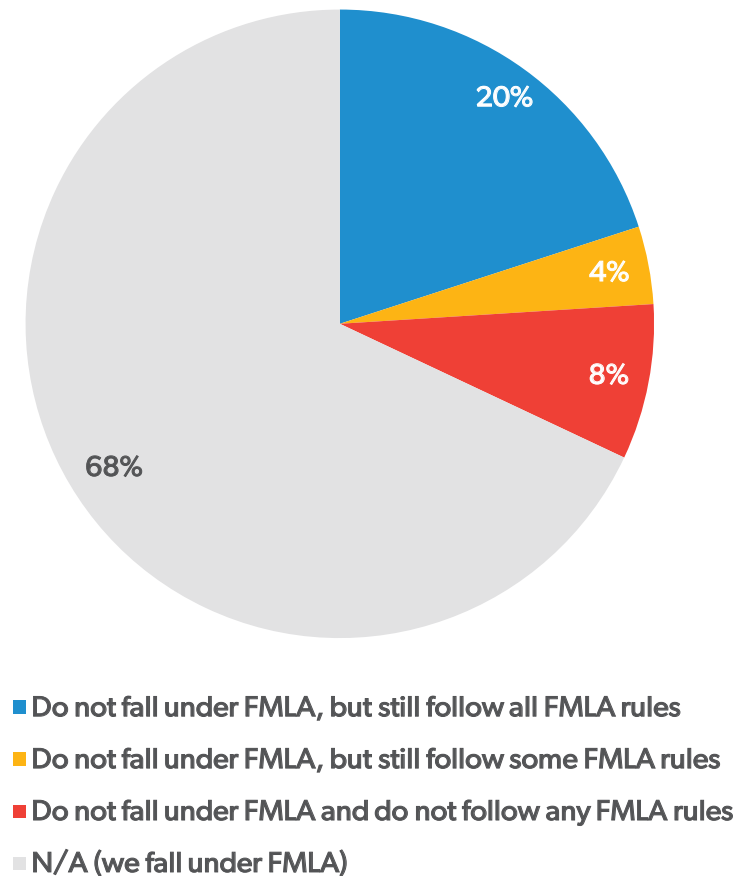
**Figure 8 | Percent of employers who continue each of the following types of benefits during a parental leave of absence**

The vast majority of employers continue basic benefits such as medical, dental, and life insurances throughout parental leave. However, other benefits such as accrual of time off, no matter the format (i.e. PTO banks, vacation/sick time) typically are not continued.



# Eligibility Requirements

Figure 9 | How employers who do not fall under FMLA eligibility requirements choose to use FMLA rules to guide their parental leave policy



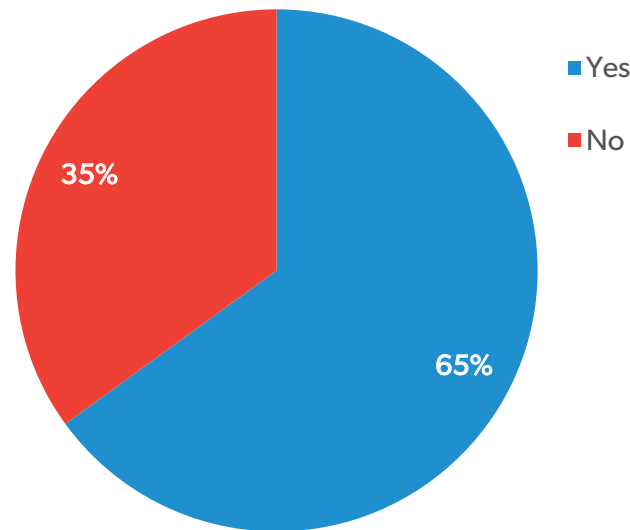
Figures 9 and 9a demonstrate how employers who are not required to follow FMLA rules (due to size or geographic location) choose to use or not use FMLA as guidance in their parental leave policies. Most of the sample is not exempt from FMLA, but those that are tend to use some or all of FMLA despite this lack of requirement.

Figure 9a | Industry Breakouts  
Percent of employers that follow FMLA rules depending on employer requirement

	Not required, follow all	Not required, follow some	Not required, follow none	N/A: fall under FMLA
<b>Industry</b>				
Manufacturing	46%	41%	38%	22%
Non-Manufacturing	58%	52%	48%	12%
Non-Profit	61%	72%	61%	17%
<b>Organizational Size</b>				
1-50	23%	38%	23%	15%
51-200	56%	50%	46%	17%
201-500	65%	59%	59%	24%
Over 500	75%	75%	75%	0%

**Figure 10 | Percent of employers who require employees to have worked at their organization for a minimum amount of time in order to be eligible for parental leave**

Most employers have a minimum time frame for which an employee must work for the organization before they qualify for parental leave. The time varies from as little as 2 months up to 12 months, plus a minimum of 1250 hours worked during that time frame as is the FMLA standard.



**Figure 10a | Percent of employers with each of the following minimum time frames as an eligibility requirement for their parental leave policy**

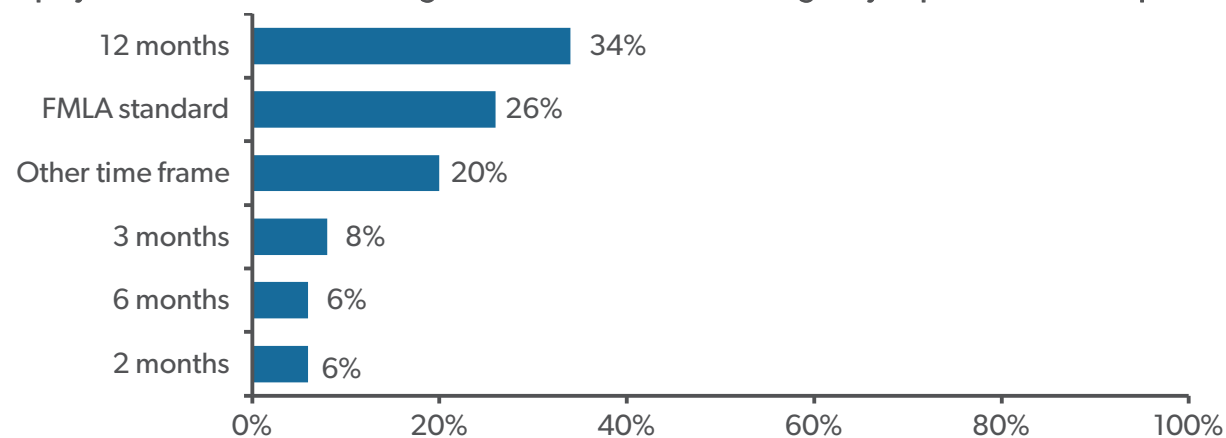
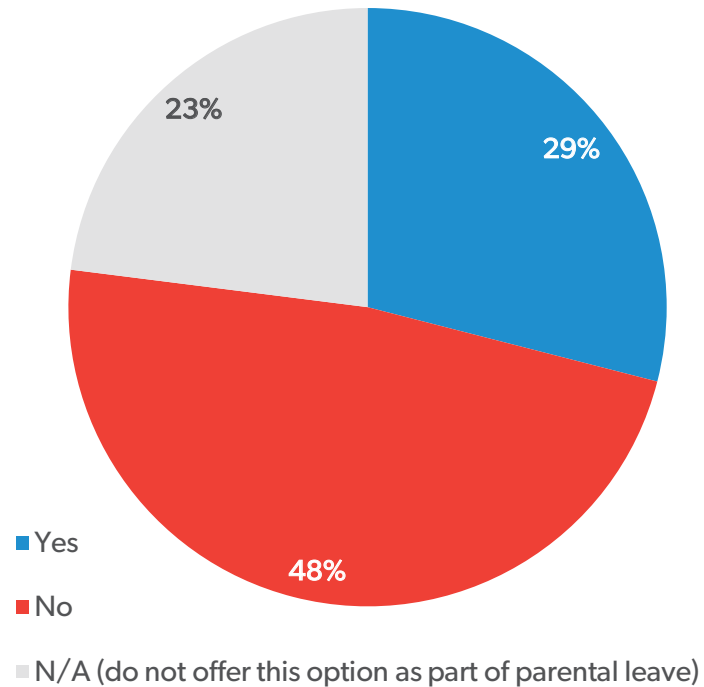


Figure 11 | Percent of employers that require employees to exhaust all PTO before other parental leave benefits start



The majority of employers who allow employees to use PTO as part of their parental leave, do not require employees to exhaust the balance of their PTO before other leave benefits kick in.

Figure 11a | Industry Breakouts  
Percent of employers that require employees to exhaust all PTO before other parental leave benefits start

	Yes	No	N/A (do not offer this option)
<b>Industry</b>			
Manufacturing	31%	42%	28%
Non-Manufacturing	28%	50%	22%
Non-Profit	33%	39%	28%
<b>Organizational Size</b>			
1-50	33%	25%	42%
51-200	32%	45%	23%
201-500	29%	41%	29%
Over 500	0%	100%	0%



**Figure 12 | Percent of employers whose standard parental leave policy changes under the following circumstances**

Making changes to existing parental leave policies was quite rare. In addition to the categories below, participants were also asked if their policy would change in any way in cases of multiple births, but no employers indicated this would change their policy. Among those that would make changes under “other” circumstances, employers generally agreed that these would be considered on a case-by-case basis and could qualify the employee for additional paid or unpaid personal leave.

	Pregnancy/birth complications	Other extenuating circumstances
<b>All Organizations</b>	9%	5%
<b>Industry</b>		
Manufacturing	6%	12%
Non-Manufacturing	13%	0%
Non-Profit	11%	0%
<b>Organizational Size</b>		
1-50	10%	0%
51-200	11%	6%
201-500	6%	6%
Over 500	0%	0%

## Parental Leave Usage

**Figure 13 | Average percentage of employees who took off at least some of the parental leave of absence for which they were eligible**

Most employees took at least some of the parental leave for which they were eligible. **Figure 13a** provides additional details about the length of time actually taken – reported as number of working days taken off for leave.

	Maternity leave	Paternity leave	Other type of parental leave
<b>All Organizations</b>	95%	77%	76%
<b>Industry</b>			
Manufacturing	100%	81%	100%
Non-Manufacturing	94%	99%	N/A
Non-Profit	89%	48%	N/A
<b>Organizational Size</b>			
1-50	78%	100%	N/A
51-200	96%	78%	100%
201-500	100%	53%	100%
Over 500	100%	97%	5%

Figure 13a | Average number of working days taken by each eligible employee at each organization for parental leave

	Maternity leave	Paternity leave	Other type of parental leave
<b>All Organizations</b>	58	13	9
<b>Industry</b>			
Manufacturing	55	8	10
Non-Manufacturing	59	11	9
Non-Profit	64	23	
<b>Organizational Size</b>			
1-50	45	10	
51-200	61	14	7
201-500	59	9	13
Over 500	58	11	8

# Respondent Demographics

Figure 14 | Below is a breakdown of the industries and sizes that the 97 respondents represent.

	Percent
<b>Industry</b>	
Manufacturing	42%
Non-Manufacturing	38%
Non-Profit	20%
<b>Organizational Size</b>	
1-50	15%
51-200	61%
201-500	19%
Over 500	5%

# Participating Organizations

*Many thanks to the following organizations for their participation in this survey:*

Akron Children's Hospital  
 Chapman & Chapman, Inc.  
 Child Guidance & Family Solutions  
 Clark-Reliance Corporation  
 Cleveland Eye Clinic  
 Cleveland Heights-University Heights  
 Public Library  
 Cleveland Housing Network  
 Cleveland Metroparks  
 Cleveland Sight Center  
 Congregation of St. Joseph  
 Corporate Screening Services, Inc.  
 Custom Products  
 Cuyahoga County Board of Health  
 CWP Technologies  
 DRB Systems  
 EGC Enterprises  
 Energy Focus, Inc.  
 ENPAC  
 Equity Trust Company  
 Excelas, LLC  
 EYE Lighting International of North  
 America, Inc.  
 Findaway  
 Five Lakes Professional Services  
 FrontLine Service  
 Gerber Poultry, Inc.  
 GLT Companies  
 Grand River Academy  
 Great Lakes Brewing Company

Hinkley Lighting  
 IMS Company  
 Integrated Marketing Technologies, Inc.  
 Intigral, Inc.  
 Kaufman Container Company  
 Kerr Lakeside, Inc.  
 Laszeray Technology  
 Licking County Health Department  
 Lifeshare Community Blood Services  
 Lumitex, Inc.  
 MACTac  
 Main Street Gourmet  
 Majestic Steel USA  
 Malco Products, Inc.  
 Maloney + Novotny LLC  
 Marous Brothers Construction  
 Mazanec, Raskin & Ryder  
 McGean-Rohco, Inc.  
 Medical Service Company  
 Meister Media Worldwide  
 MJM Industries  
 Murtis Taylor Human Services System  
 NAE  
 National Telephone Supply  
 NCSI  
 Neundorfer, Inc.  
 Noble-Davis Consulting, Inc.  
 Nook Industries, Inc.  
 NOPEC  
 One Wish, LLC

OSG USA, Inc.  
 Parkwood, LLC  
 Pearne & Gordon LLP  
 PolyOne Corporation  
 Port of Cleveland  
 Pressure Technology, Inc.  
 Process Technology  
 quasar energy group  
 Ramco Specialties  
 Ranpak Corp  
 Robin Industries, Inc.  
 Rotek Incorporated  
 Safran Power USA  
 Saint Joseph Academy  
 Solon Specialty Wire  
 Struers, Inc.  
 Sutter O'Connell  
 Terex MHPS Corporation  
 The Centers for Families & Children  
 The Mid-America Management  
 Corporation  
 Thermalin Diabetes  
 Transfer Express  
 Valfilm  
 Vincent Lighting System  
 Wild Republic  
 Willoughby-Eastlake Public Library  
 WRHS  
 Zion Industries, Inc.

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