



# PLANNING FOR PAID FAMILY LEAVE

## Where do you turn for answers?

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### EMPLOYERS HAVE A LOT OF QUESTIONS

Federal, state and local rules for Paid Family Medical Leave (PFML) and Paid Family Leave (PFL) are constantly in flux. New laws get passed, old laws get updated — the laws continue to evolve. What's more, each law sets different rules, like how long employees can take paid leave, who qualifies, who contributes, and more.

This leaves many employers confused and lacking confidence about their decisions. And the smaller the company, the less prepared they feel.



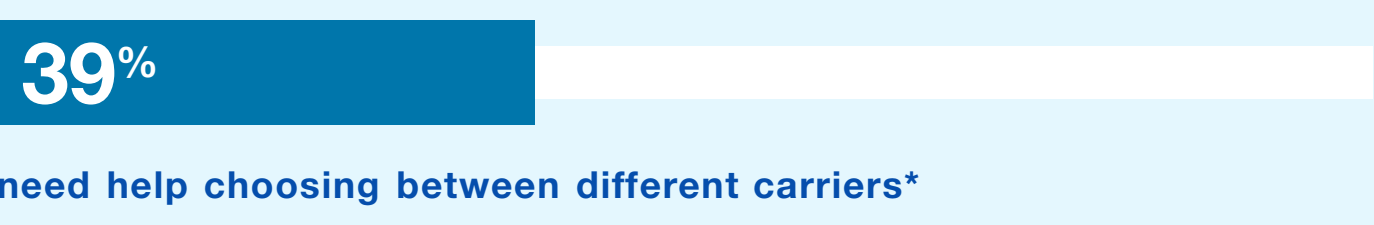
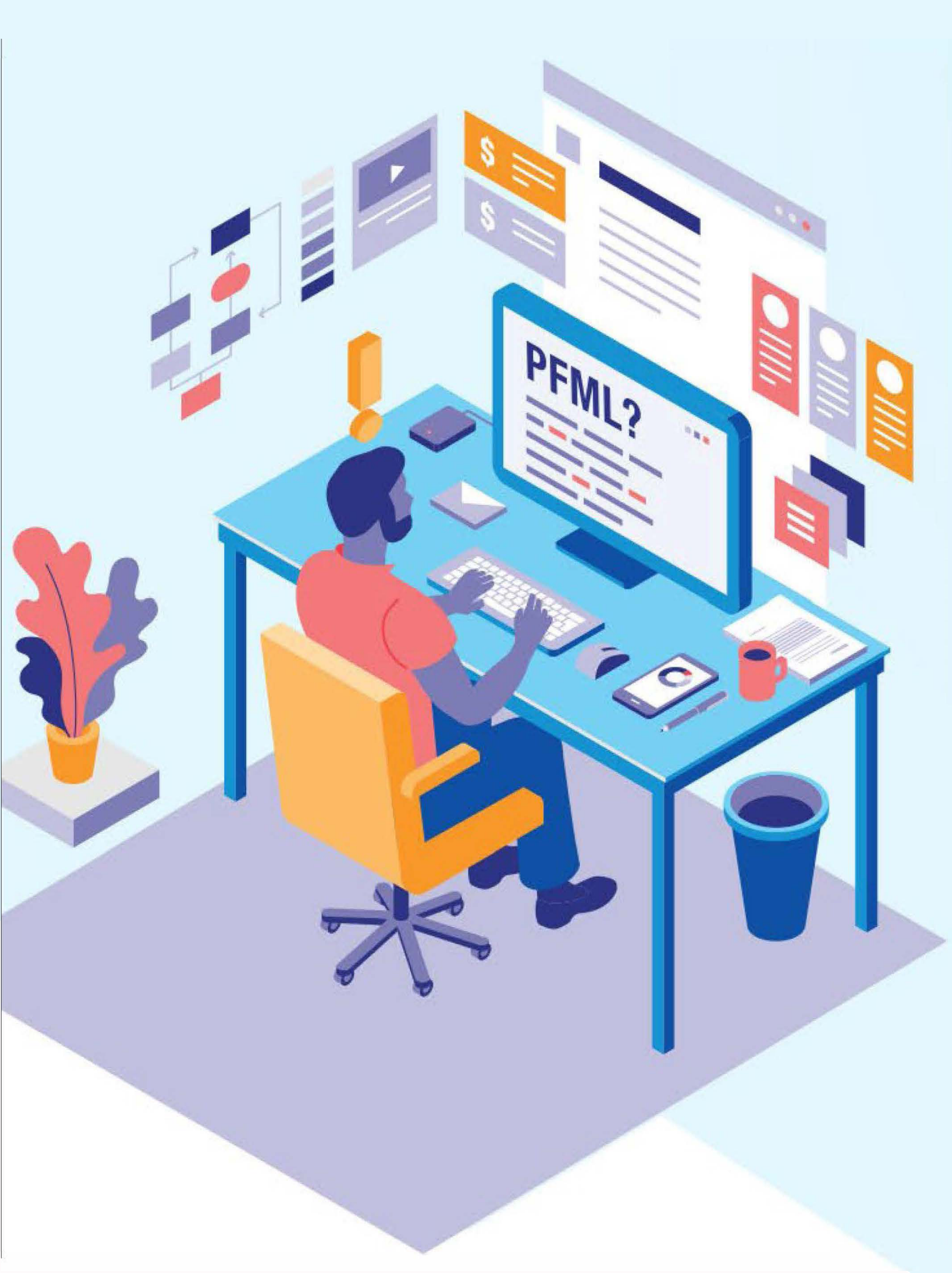
of employers do not feel "very well prepared"\*



of small companies do not feel "very well prepared"\*

### EMPLOYERS ARE LOOKING FOR CLARITY

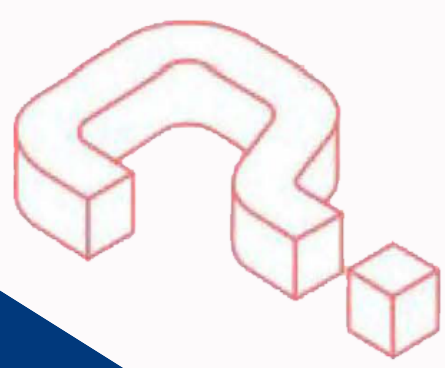
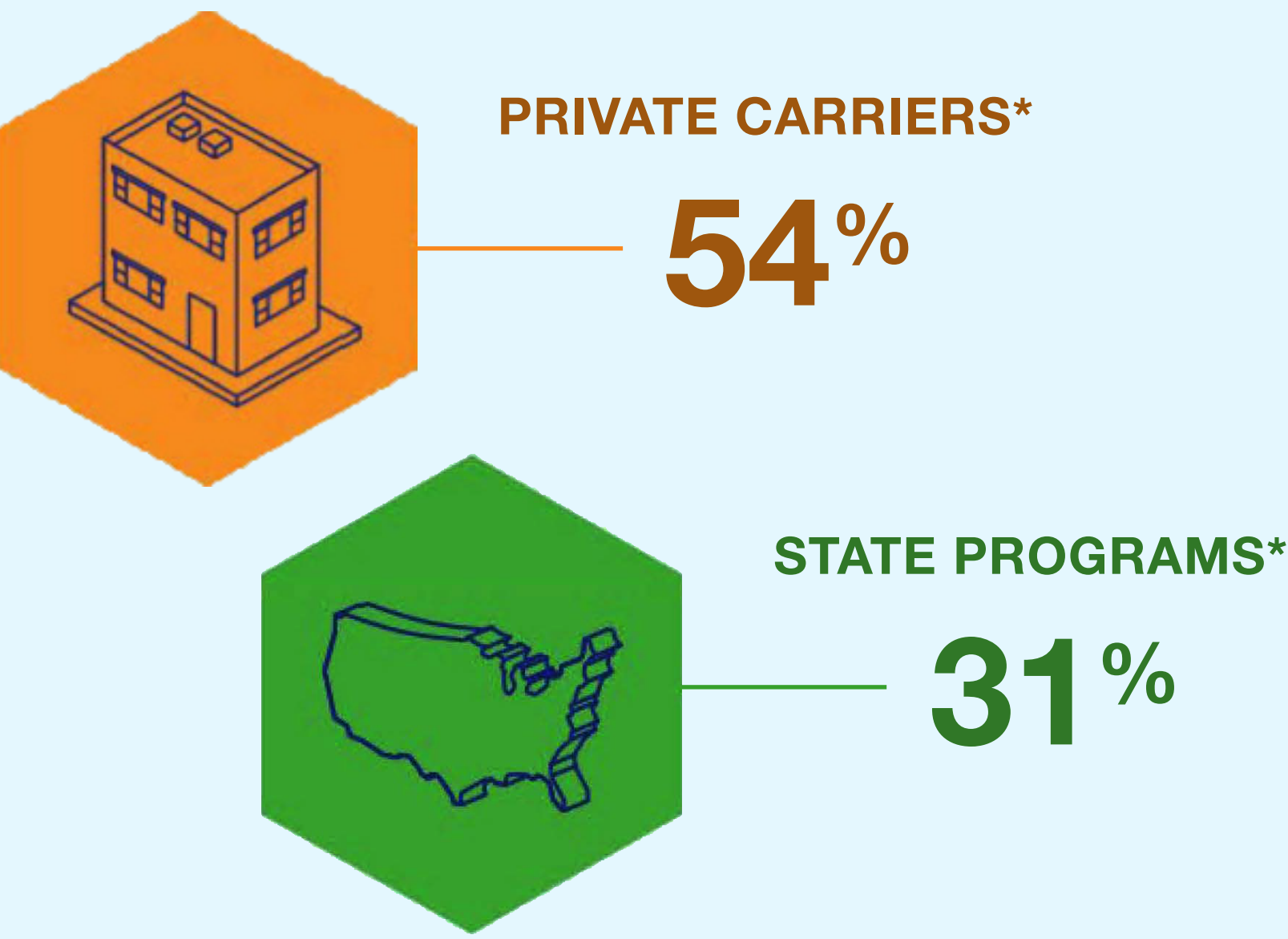
To feel more prepared, employers need more information and details about paid leave programs. Almost half of employers say they still need basic information about coverage levels, cost and administration.



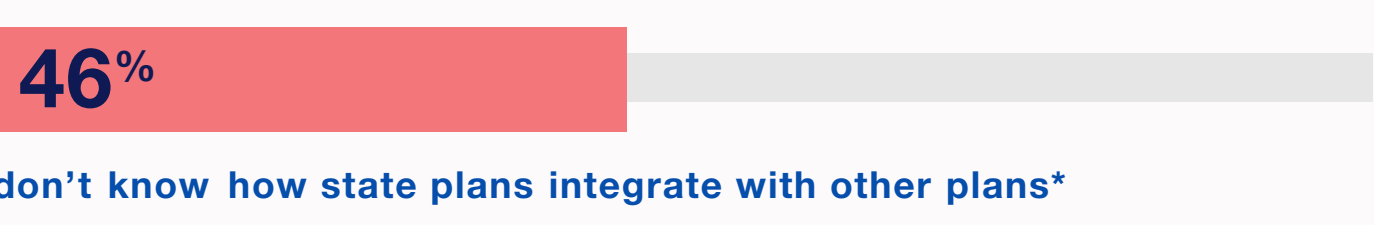
### CHOOSING A STATE OR PRIVATE PROGRAM

In certain states, employers are required to use their state program. In others, the employer may have options to work with a private carrier to administer or fully insure the plan.

Percentage of employers saying they will insure through:

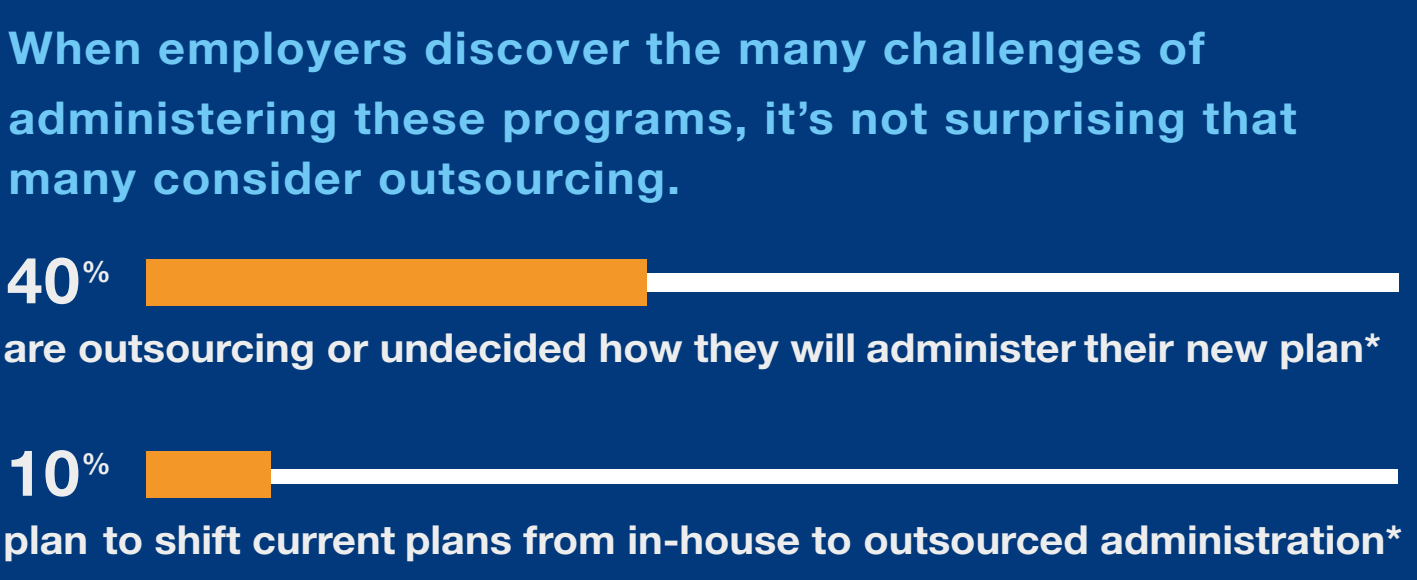


And even when a decision is made, questions about integration remain.

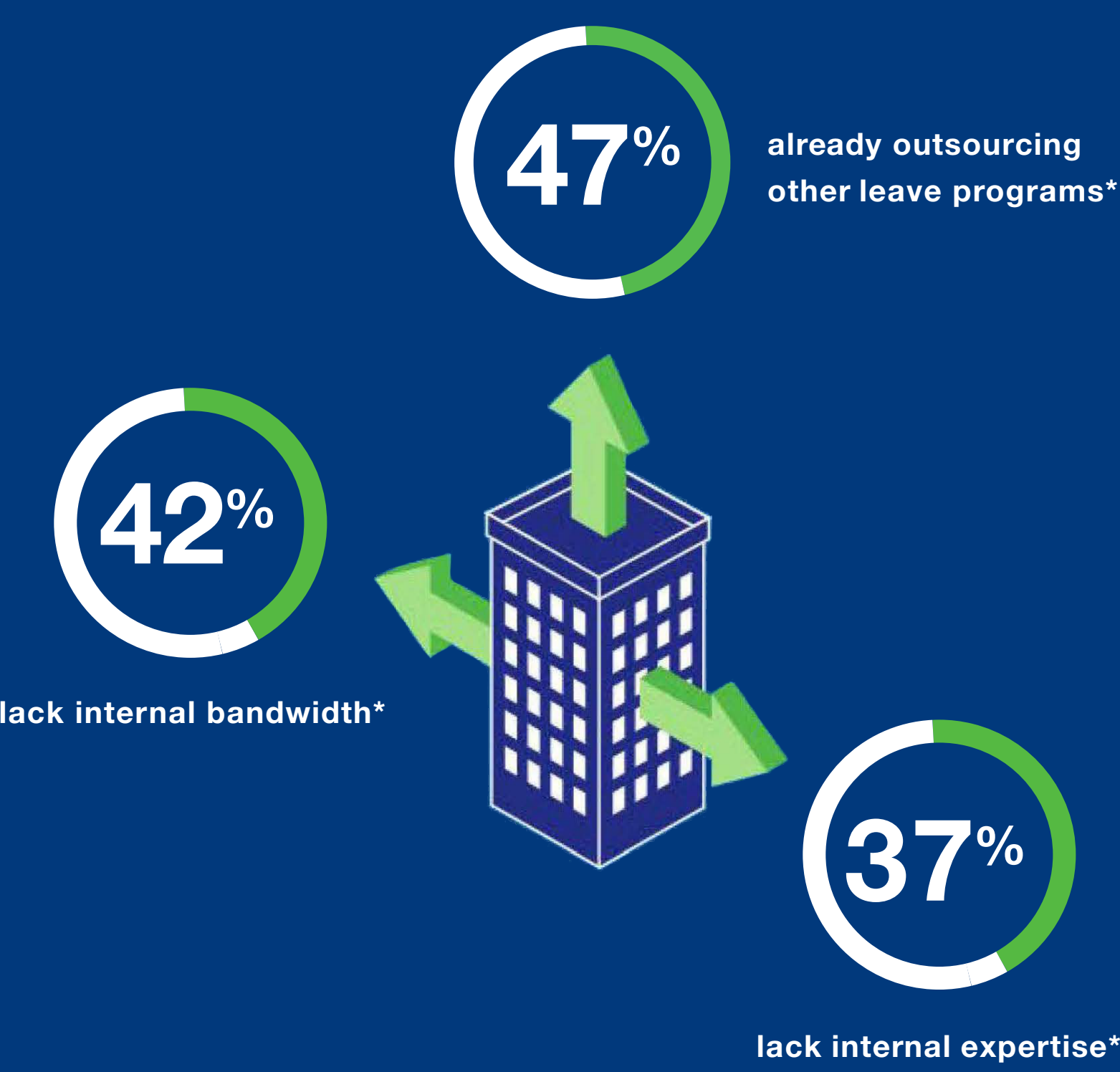


### THE CHALLENGE OF ADMINISTRATION

Administering PFML programs can be a daunting task, especially if an employer does not already have a similar program in place. It requires PFML expertise, resources and active attention to changes in laws. This leaves many employers feeling less prepared about setting up a program.



### TOP 3 REASONS



Want more insights and information on navigating PFML programs?

Learn more at [standard.com/pfml-insights](https://standard.com/pfml-insights)



\*Paid Leave Employer Readiness Study, The Standard, February 2020

The Standard's Employer PFML Planning Study

The 2020 Employer PFML Planning Study was conducted by Versta Research on behalf of The Standard from January 31 to February 13, 2020 and included 452 HR professionals in states that require Paid Family Medical Leave (PFML) or Paid Family Leave (PFL).

353 respondents represent companies that employ workers where laws are already in effect (California, New Jersey, New York, Rhode Island). 223 represent companies that employ workers in states where laws will soon be in effect (Colorado, Connecticut, DC, Massachusetts, Oregon, Washington). There is substantial overlap, with 124 who represent companies that employ workers in both groups of states.

All represent companies with at least 25 employees. All respondents have worked for their companies for at least one year, provide input into employee benefits decision-making, and are involved in areas of employee health and wellness, safety and risk, occupational health, and/or absence management.

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