

Access to Paid Family and Medical Leave in Seattle



**PATINKIN
RESEARCH
STRATEGIES**



- **A survey of 400 City of Seattle residents who are currently employed and work the majority of their hours within the City of Seattle was conducted by telephone using professional interviewers.**
- **A survey of 400 City of Seattle businesses was also conducted by telephone using professional interviewers.**
- **Employee interviews were conducted January 26th through 31st, 2017. Employer interviews were conducted February 2nd through 16th, 2017.**
- **The margin of error for the sample as a whole for both surveys is plus or minus 4.9 percentage points at the 95% level of confidence. The margin of error for subgroups varies and is higher.**
- **Throughout this report we refer to “younger” and “older” residents. Younger residents are under age 50 and older residents are age 50 and up.**



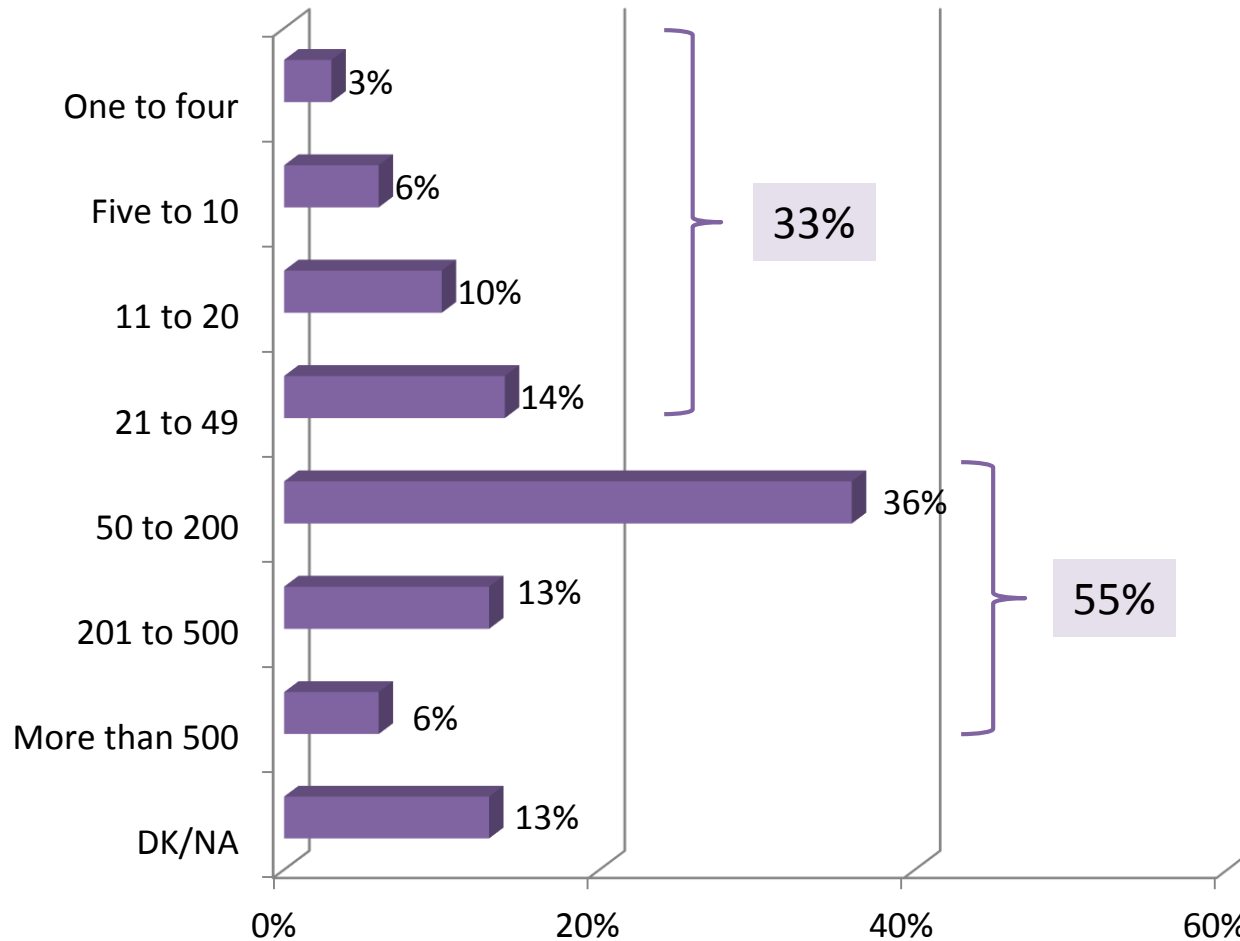
Demographics



Company size (residents):



RESIDENTS SURVEY

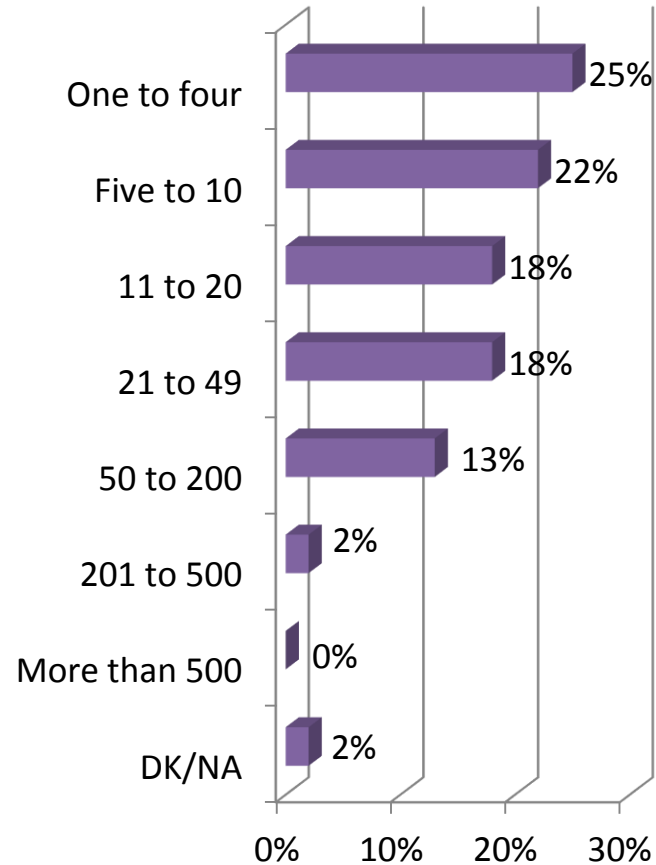
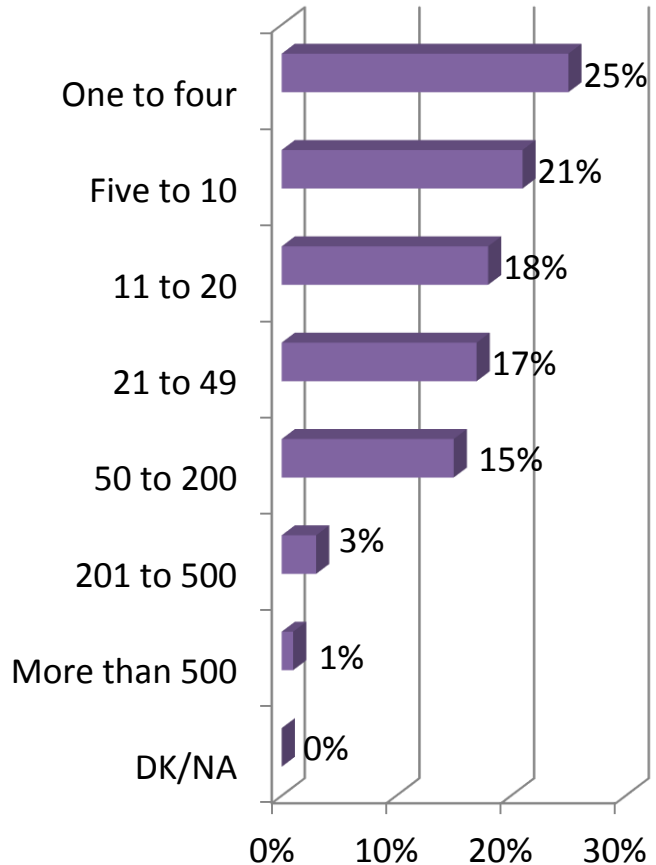


How many employees at your company or organization do you think work the majority of their hours in the city of Seattle?

Company size (employers):



EMPLOYER SURVEY



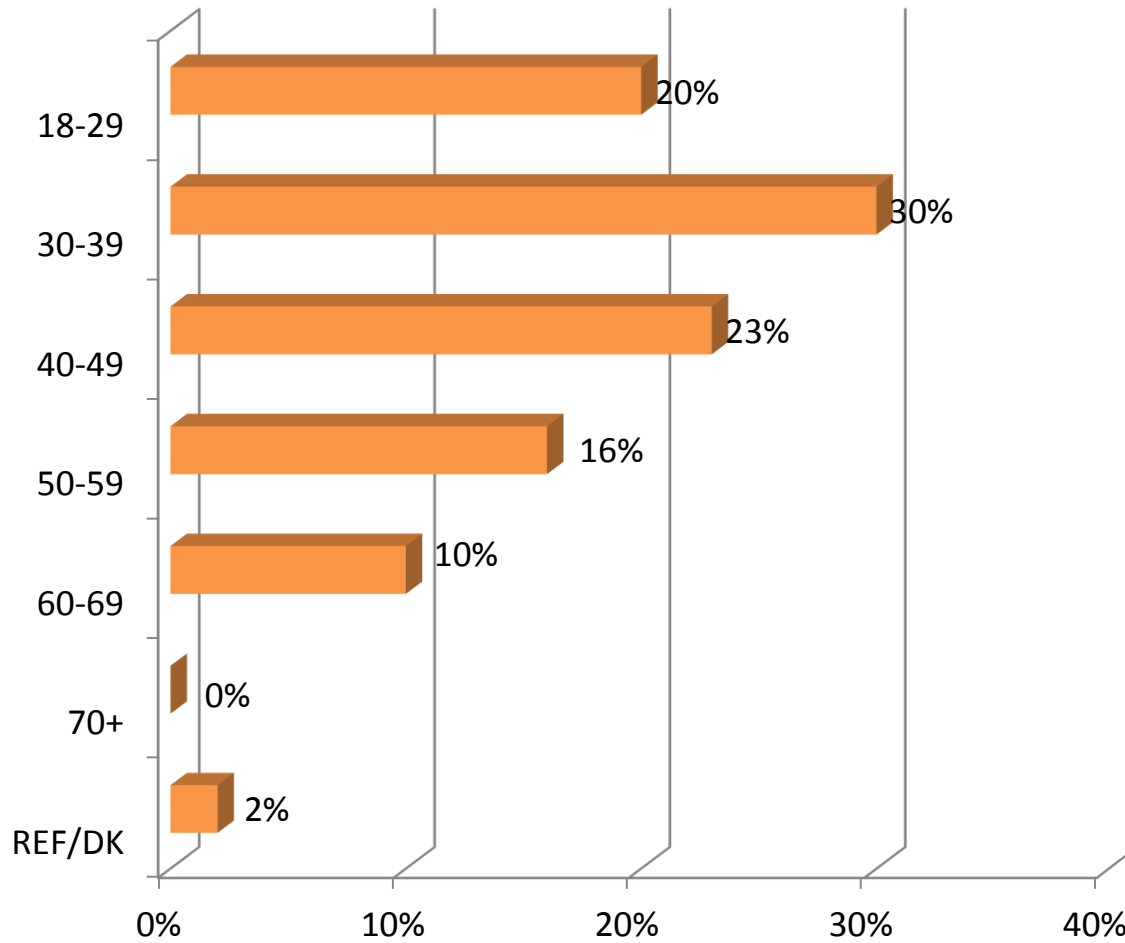
How many total employees does your company or organization currently employ? Please include part and full time employees.

To the best of your knowledge, how many employees at your company or organization work the majority of their hours in the city of Seattle? Please include part and full time employees.

Age:



RESIDENTS SURVEY

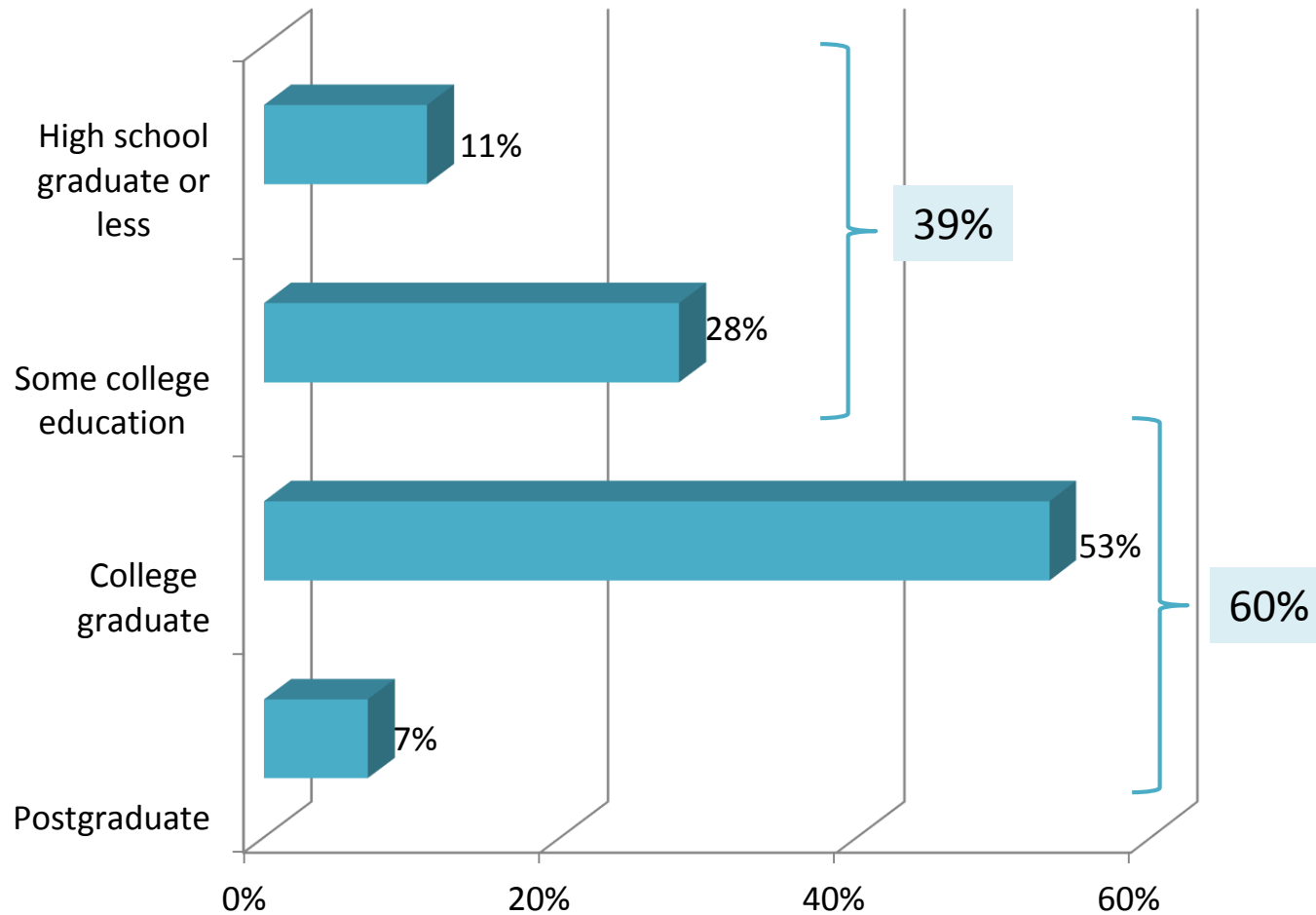


What is your age?

Educational attainment (residents):



RESIDENTS SURVEY

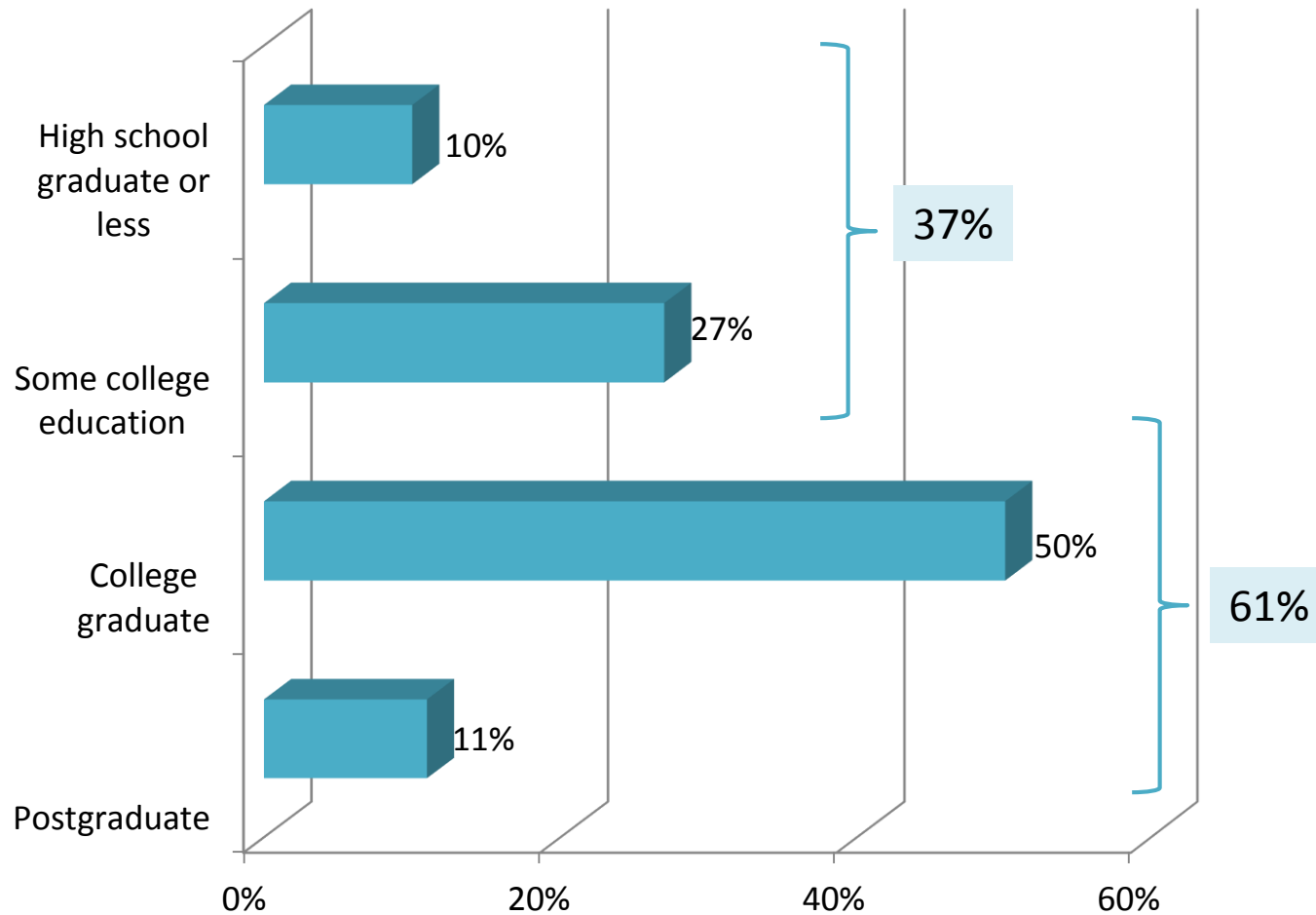


What was the last level of education that you completed?

Educational attainment (employers):



EMPLOYER SURVEY

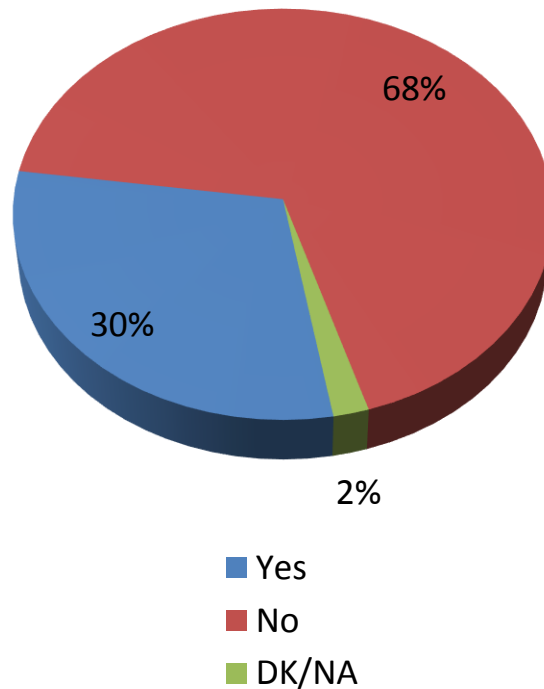


What is the average education level of your employees?

Union membership:



RESIDENTS SURVEY

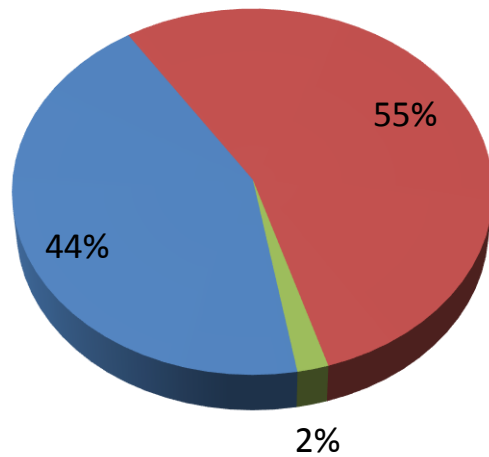


Do you or does any member of your household belong to a labor union?

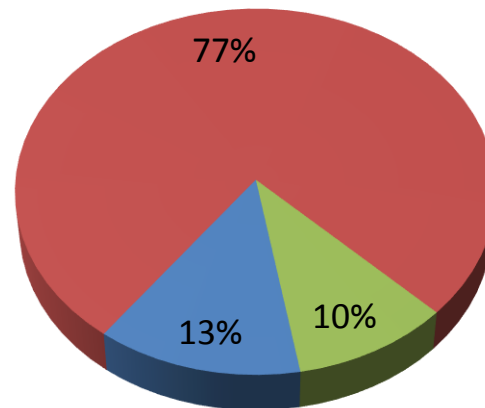
Parental status:



RESIDENTS SURVEY



- Yes
- No
- DK/NA



- Yes
- No
- DK/NA

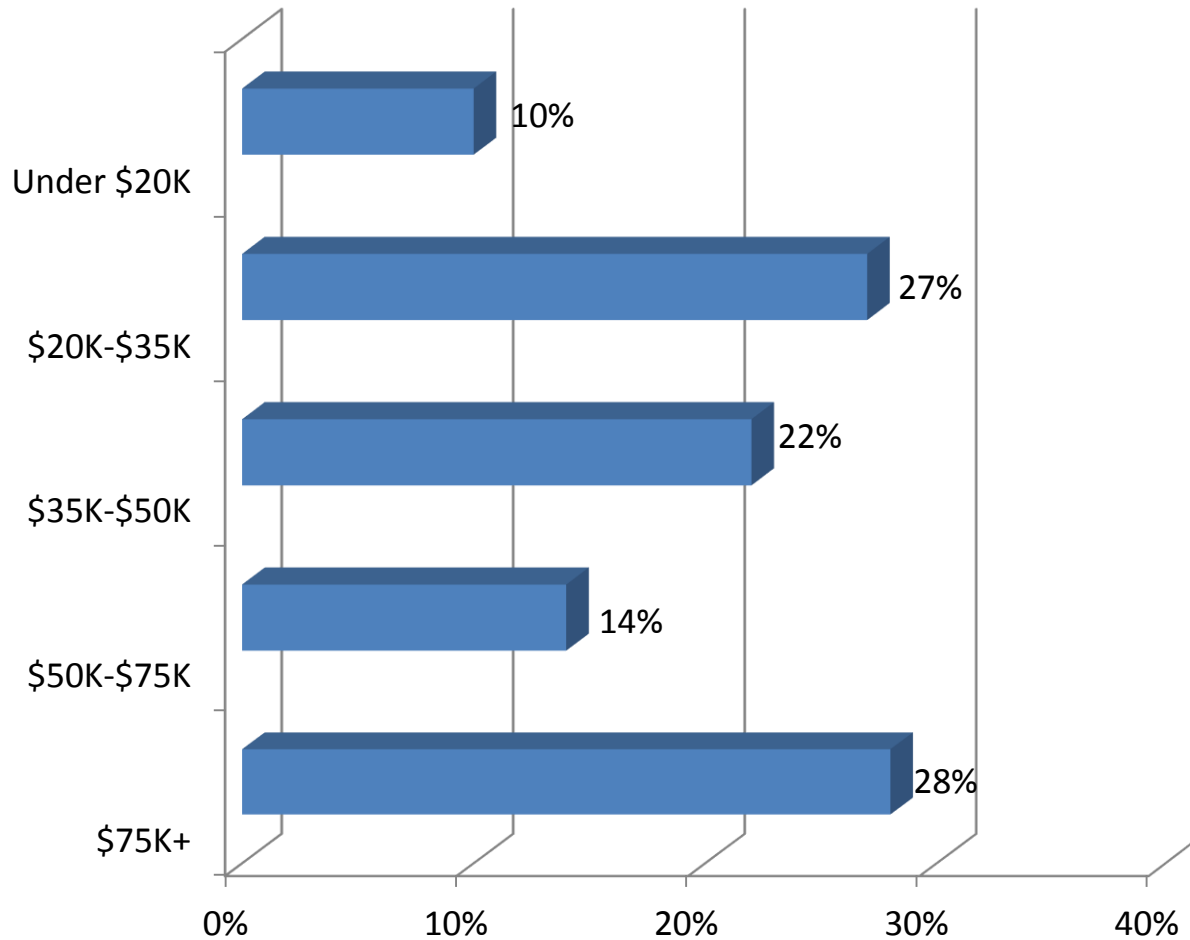
Do you have any children under the age of 18 living at home?

Do you plan on having or adopting any children within the next five years?

Average salary:



EMPLOYER SURVEY

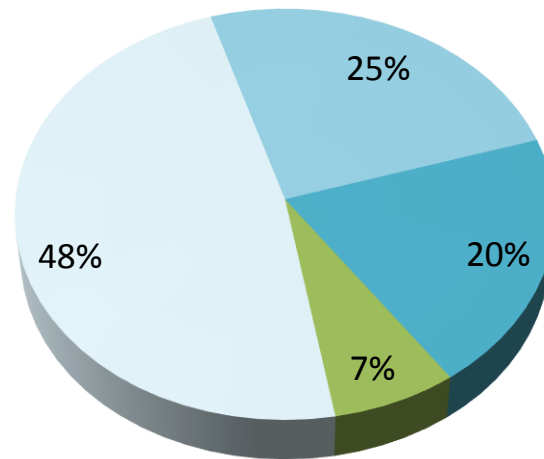


In which of the following ranges does the average salary of your employees fall?

Executive level positions:



EMPLOYER SURVEY



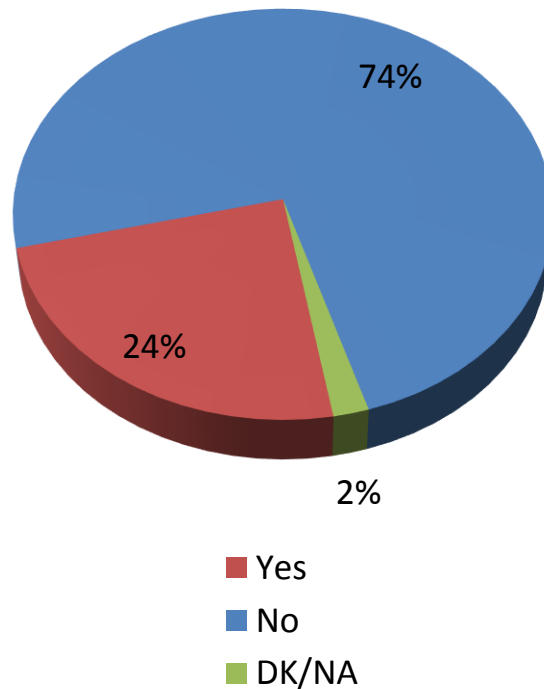
- Less than 10%
- 11% to 25%
- More than 25%
- DK

What percentage of your employees have executive level positions?

Part time workers:



EMPLOYER SURVEY



Do more than half of you company or organization's employees work part time?



Access to Paid Family and
Medical Leave

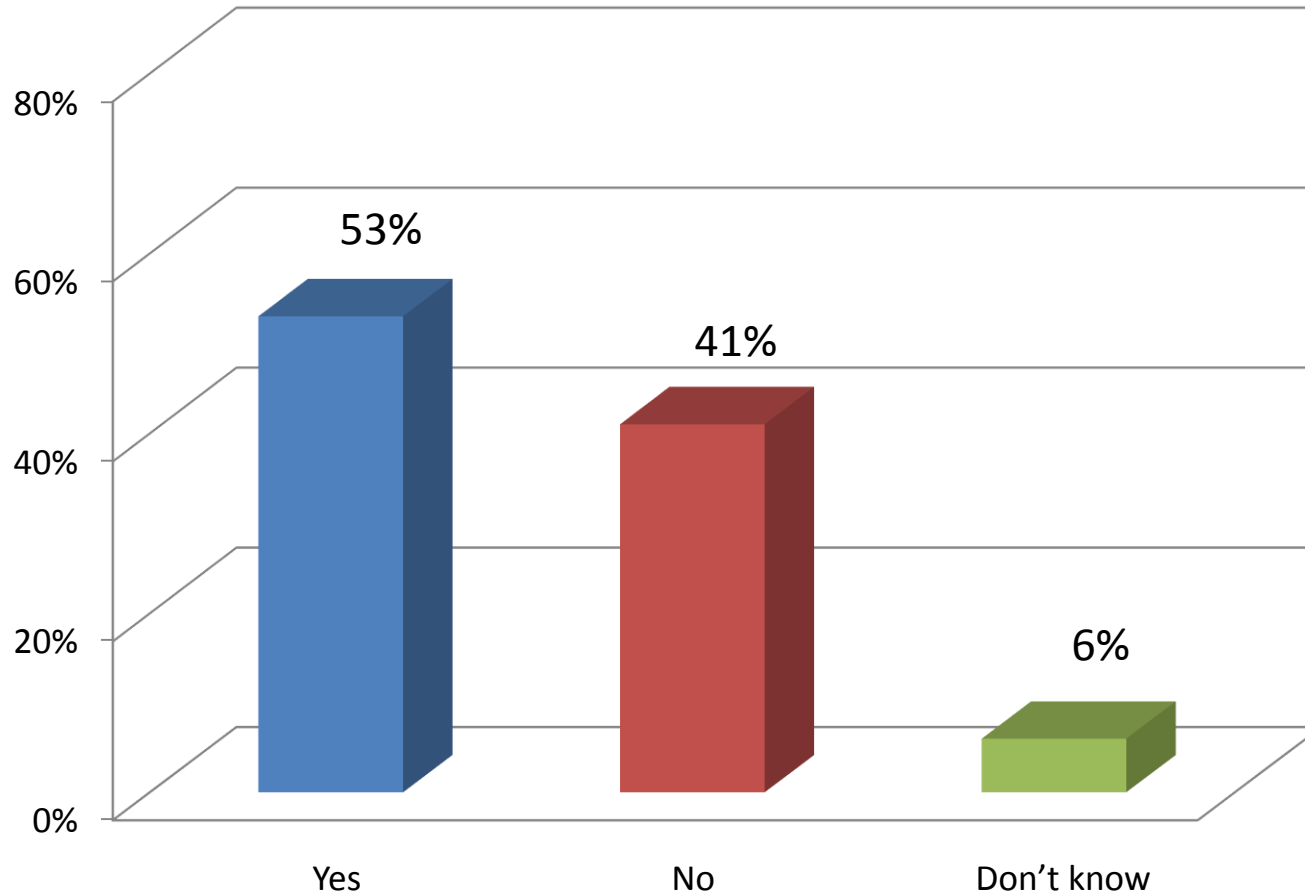


A slim majority of residents have access to dedicated paid parental leave



Four-in-10 do not, while fewer than one-in-10 are unsure of their benefits.

RESIDENTS SURVEY



As part of your employment do you have access to any kind of dedicated paid parental leave – sometimes referred to as paid maternity/paternity leave – to care for a newborn or newly placed adopted/foster children? This does not include sick leave, vacation time, or any other type of accrued leave such as P-T-O?

There are breaks based on company size, educational attainment and union membership



RESIDENTS SURVEY

Most likely to have access to paid parental leave

- | | |
|---------------------------|-----|
| • Union HH | 74% |
| • Company size 50+ | 67% |
| • City Council District 4 | 62% |
| • Kids @ home | 62% |
| • College+ | 60% |
| • City Council District 3 | 59% |
| • All residents | 53% |

Most likely to not have access to paid parental leave

- | | |
|---------------------------|-----|
| • Company size <50 | 70% |
| • No college | 53% |
| • People of color | 52% |
| • Non-union HH | 51% |
| • City Council District 5 | 47% |
| • City Council District 2 | 46% |
| • City Council District 6 | 44% |
| • All residents | 41% |

As part of your employment do you have access to any kind of dedicated paid parental leave – sometimes referred to as paid maternity/paternity leave – to care for a newborn or newly placed adopted/foster children? This does not include sick leave, vacation time, or any other type of accrued leave such as P-T-O?

Over a third of those with paid leave have access to a policy that covers parental, self and family leave



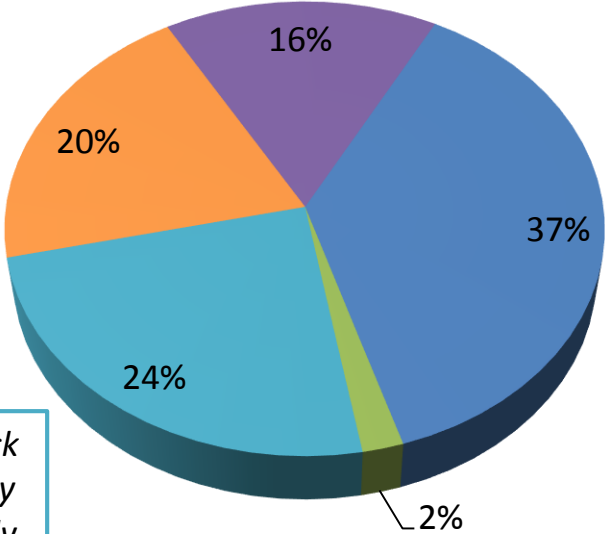
A quarter have access to a policy that covers parental leave only.

RESIDENTS SURVEY

Dedicated non-vacation or sick leave that gives you the ability to care for a seriously ill family member in the event of an emergency

Dedicated non-vacation or sick leave that gives you the ability to care for yourself in the event of a serious illness

Dedicated non-vacation or sick leave that gives you the ability to care for a newborn or newly adopted and foster children



Dedicated non-vacation or sick leave that gives you the ability to care for newborn and newly adopted or foster children, and the ability to care for yourself or a seriously ill family member in the event of an emergency

- PAID PARENTAL
- PAID FAMILY
- PAID SELF
- COMBINED
- DK/NA

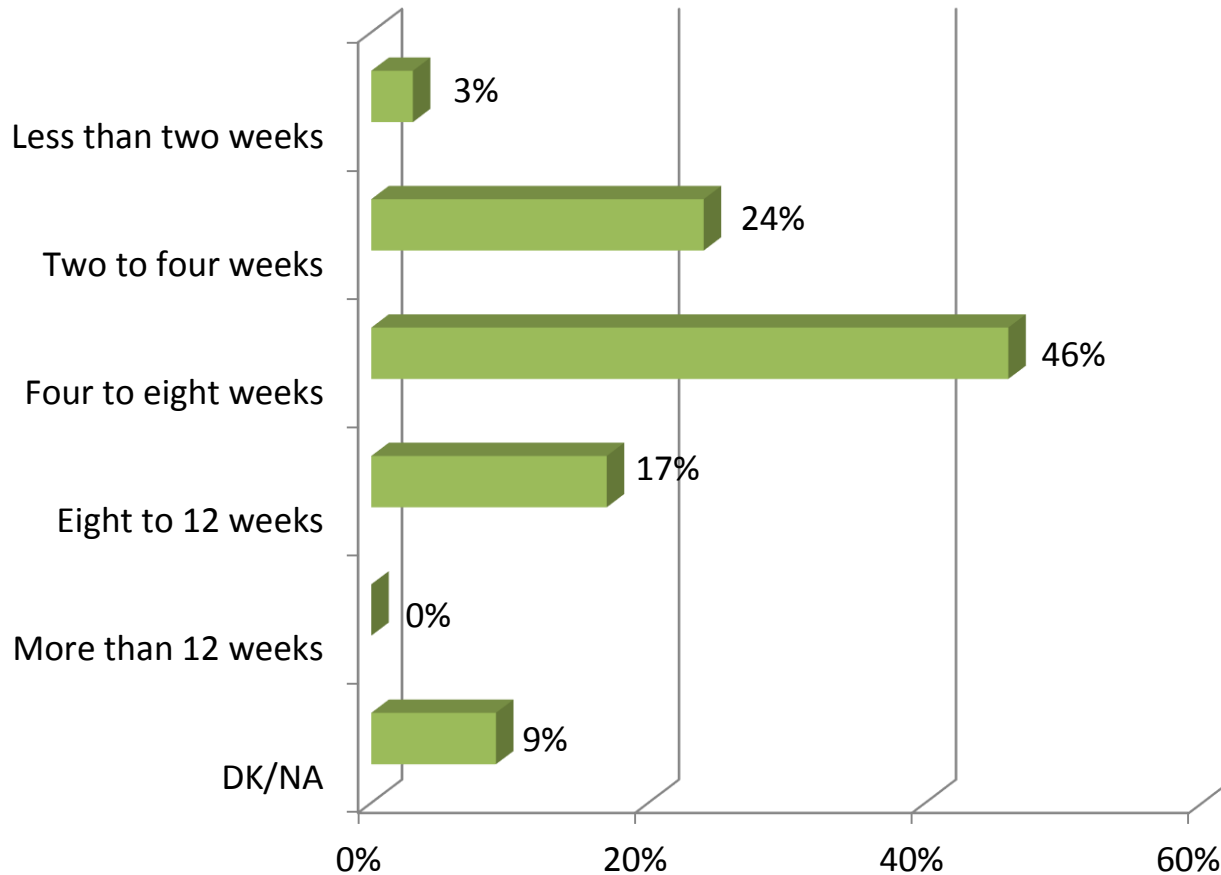
Which of the following best describes the paid leave you have access to:
Note: Asked only among those with access to paid leave [n=212]

Seven-in-10 of those with paid leave have access to between two and eight weeks



A near majority get between four and eight weeks.

RESIDENTS SURVEY



How many weeks of paid leave – not including sick leave, vacation time, or any other type of accrued leave such as P-T-O – do you have access to?

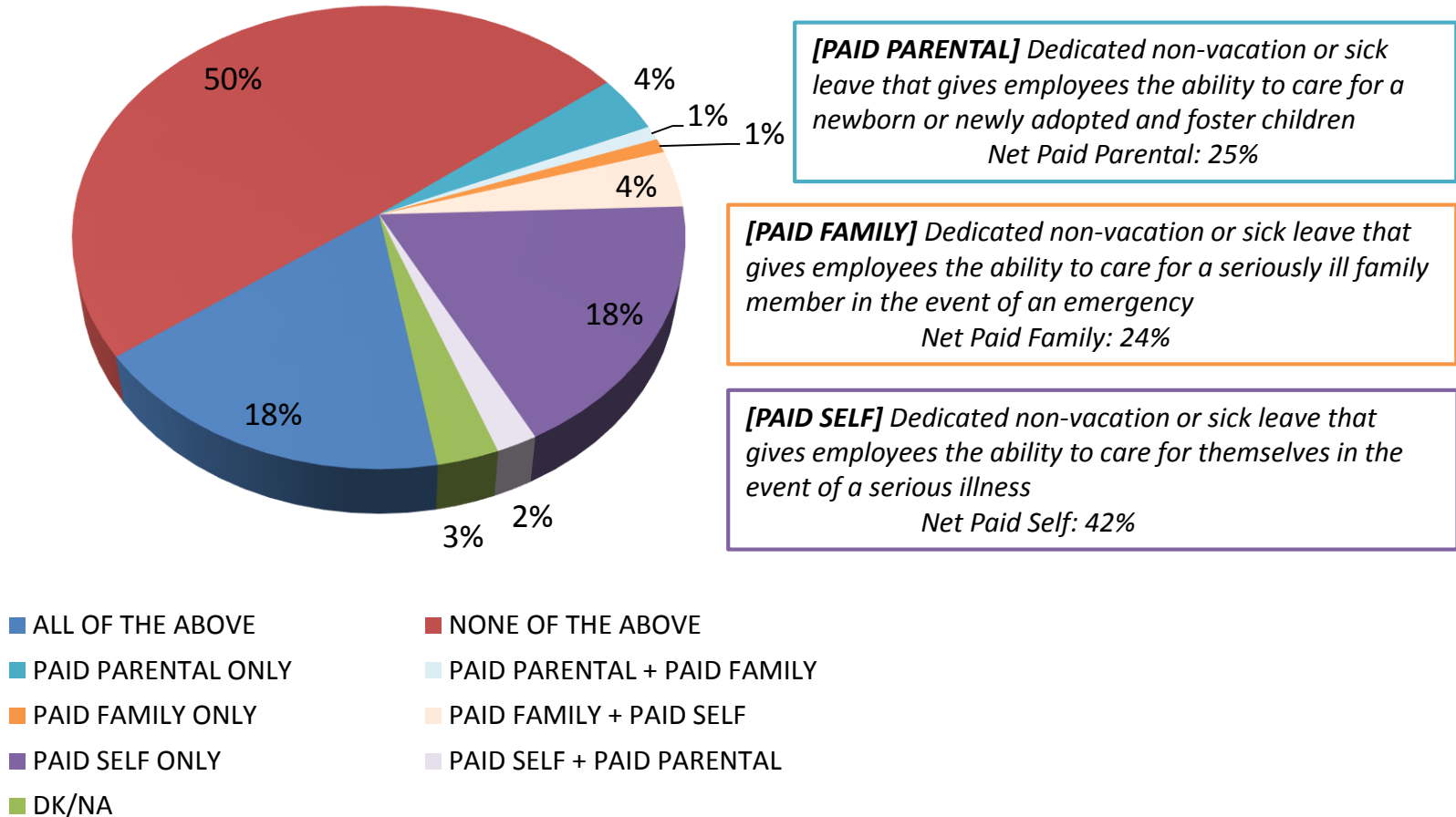
Note: Asked only among those with access to paid leave [n=212]

Half of companies do not offer any form of paid leave



Around a quarter offer some form of paid parental or paid family leave and just over four-in-10 offer paid self leave.

EMPLOYER SURVEY



I'm going to read you a list of kinds of paid leave that companies and organizations sometimes offer to their employees:

Having heard this, which of these kinds of paid leave does your company or organization offer its employees?

Smaller companies and those with lower wage workers are less likely to offer paid leave



EMPLOYER SURVEY

	<i>Offer at least one type paid leave</i>	<i>None of the above</i>	<i>DK/NA</i>
Company size <50	42%	55%	3%
Company size 50+	69%	29%	1%
Average salary \$20K-\$35K	35%	64%	1%
Average salary \$35K-\$50K	54%	45%	1%
Average salary \$50K-\$75K	64%	36%	0%
Average salary \$75K+	55%	41%	4%
Over 50% part time workers	36%	62%	2%
Under 50% part time workers	51%	46%	3%
TOTAL	48%	50%	3%

Having heard this, which of these kinds of paid leave does your company or organization offer its employees?

We see divides in paid leave based on employee education and job sector



EMPLOYER SURVEY

	<i>Offer at least one type paid leave</i>	<i>None of the above</i>	<i>DK/NA</i>
Average educ. – no college	41%	53%	6%
Average educ. – college+	52%	47%	0%
Construction/Contracting/ Manufacturing	50%	46%	5%
Professional/Financial/ Business	57%	42%	1%
Restaurant/Hotel	29%	71%	0%
Retail/Grocery	48%	39%	13%
Science/Education/ Healthcare	27%	73%	0%
TOTAL	48%	50%	3%

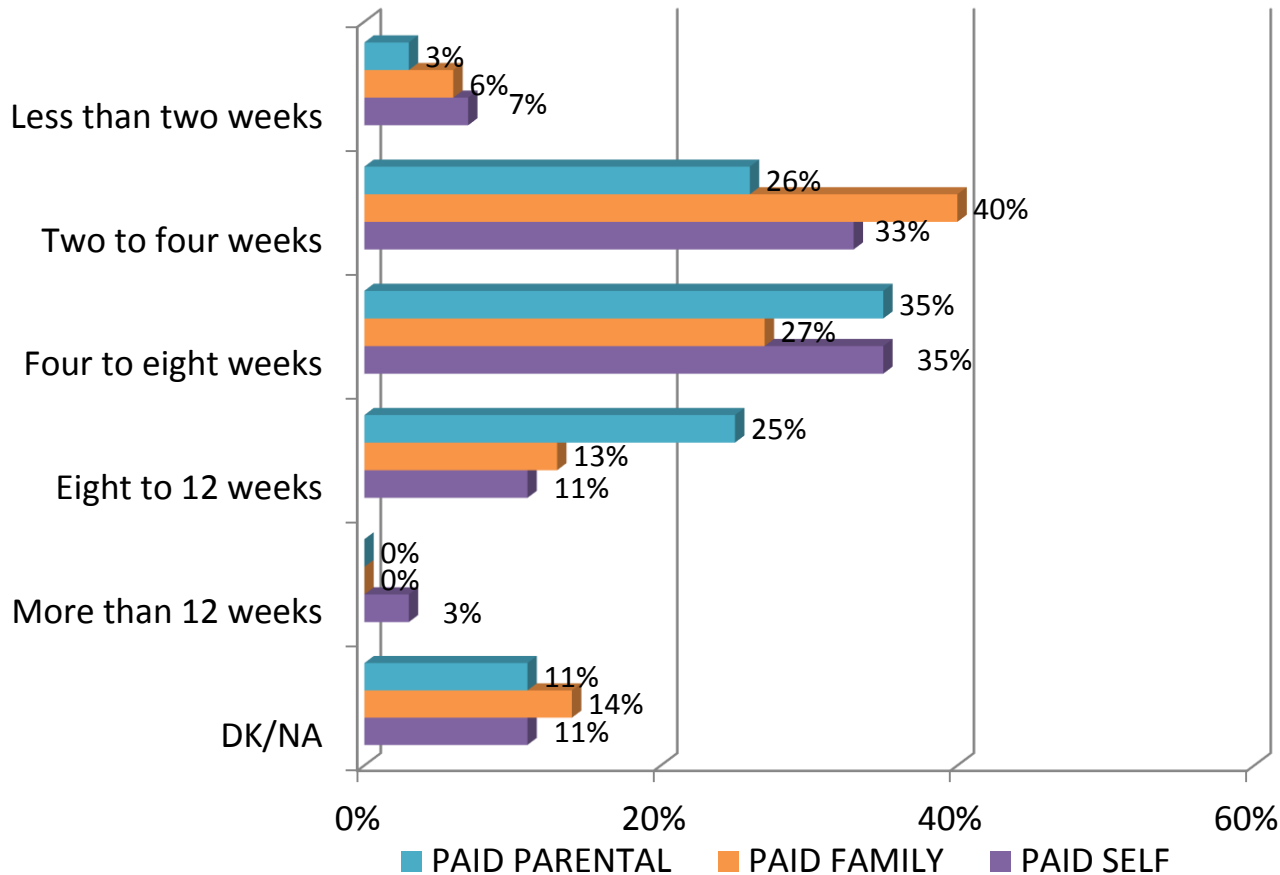
Having heard this, which of these kinds of paid leave does your company or organization offer its employees?

Employers who offer paid family and paid self leave tend to offer between two and eight weeks of leave



Those who offer paid parental leave tend to offer between two and twelve weeks of leave.

EMPLOYER SURVEY



How many weeks of paid leave – excluding sick leave and vacation time – do employees at your company or organization have access to for the purpose of _____?

Note: Asked only among those who offer each type of paid leave [PAID PARENTAL n=100, PAID FAMILY n=95, PAID SELF n=166]



Access to Unpaid Family and
Medical Leave

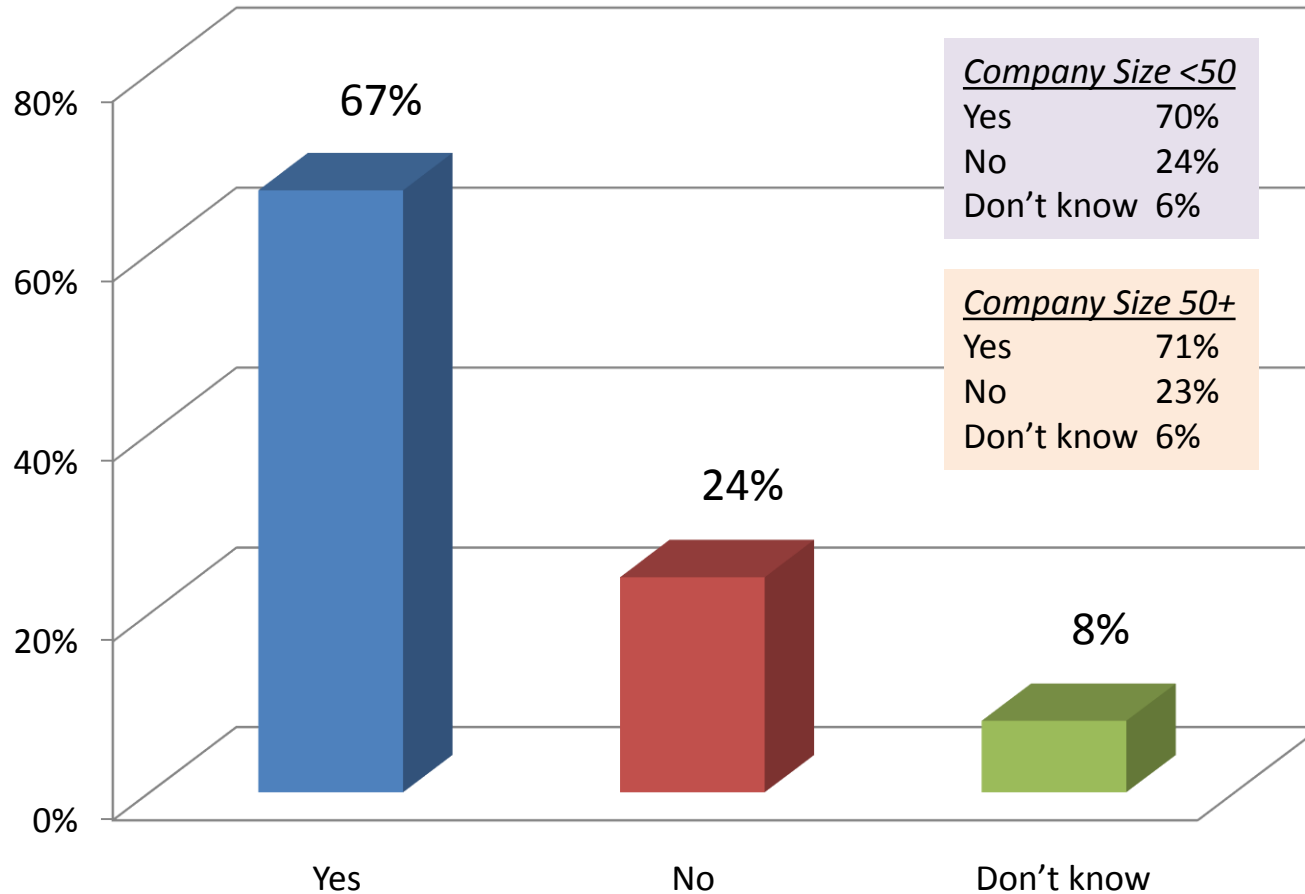


Two-thirds of residents have access to unpaid leave



A quarter do not, and under one-in-10 are unsure of their unpaid leave policy.

RESIDENTS SURVEY

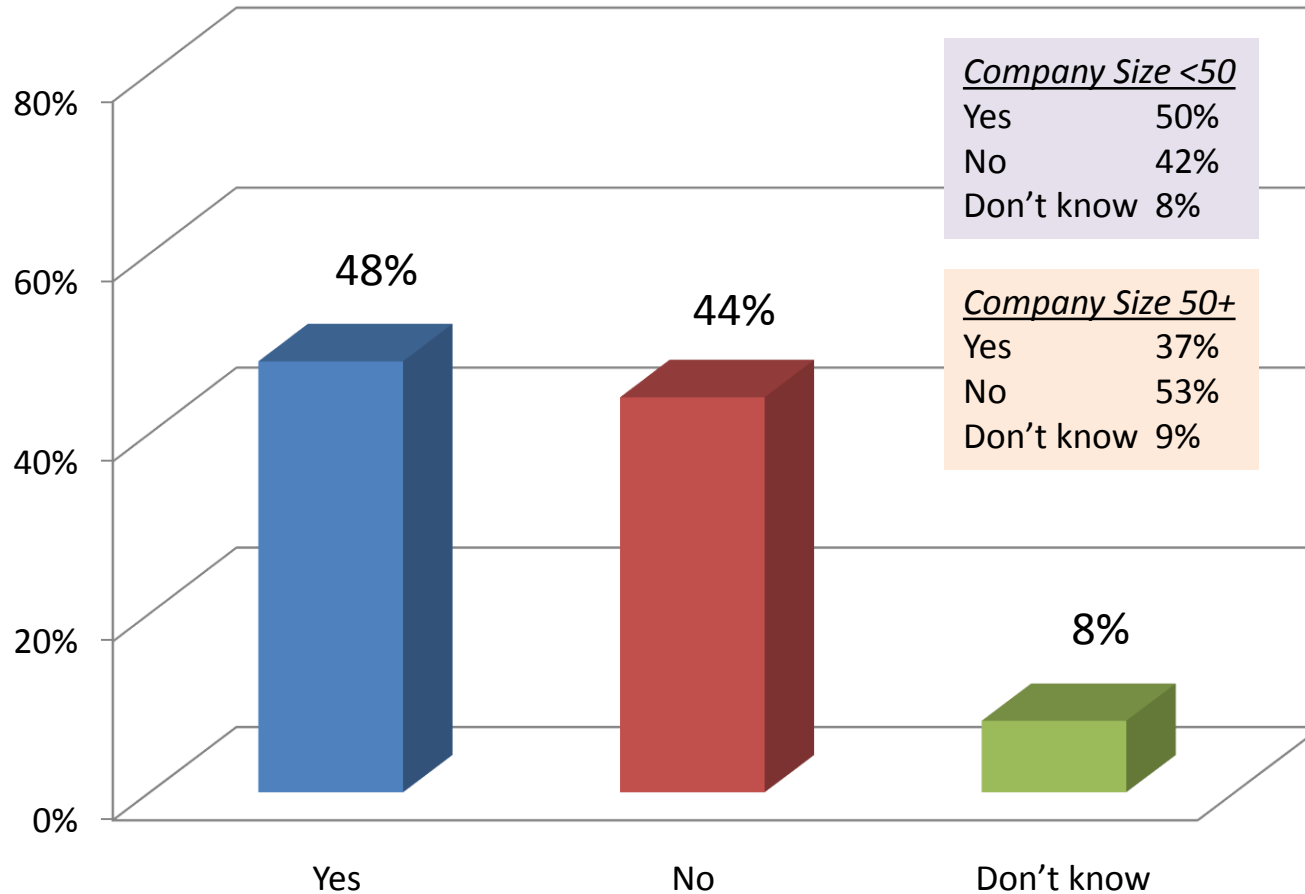


As part of your employment do you have access to any kind of unpaid leave to care for a newborn or newly placed adopted/foster children or the ability to care for yourself or a seriously ill family member in the event of an emergency?

Just under half of employers offer unpaid leave



EMPLOYER SURVEY



Does your company or organization provide its employees with access to any kind of unpaid leave to care for a newborn or newly placed adopted/foster children or the ability to care for themselves or a seriously ill family member in the event of an emergency?



Family and Medical Leave Usage

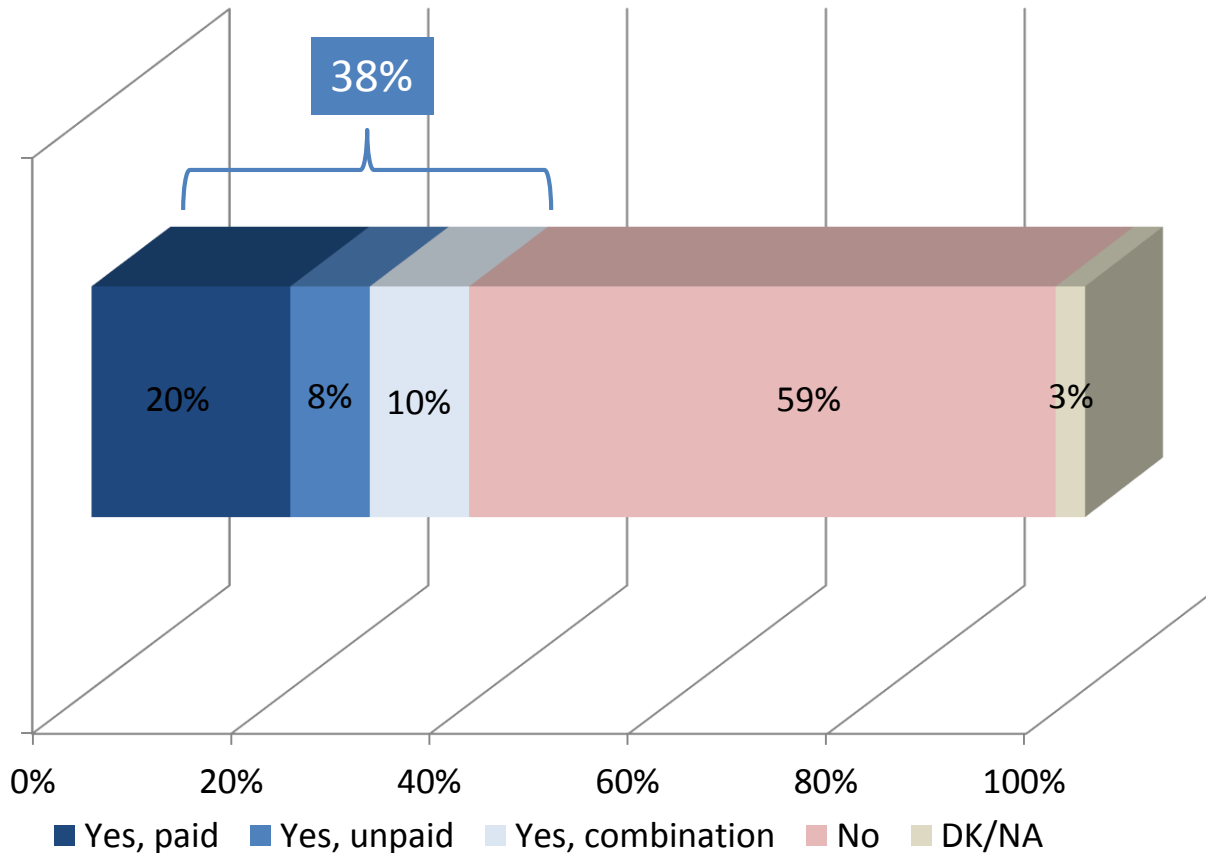


Around four-in-10 have had to take leave as part of their employment



Three-in-10 were able to take advantage of some paid leave, while just under one-in-10 took unpaid leave.

RESIDENTS SURVEY



As part of your employment, have you ever personally used any kind of leave to care for a newborn or newly placed adopted/foster children, or to care for yourself or a seriously ill family member in the event of an emergency?

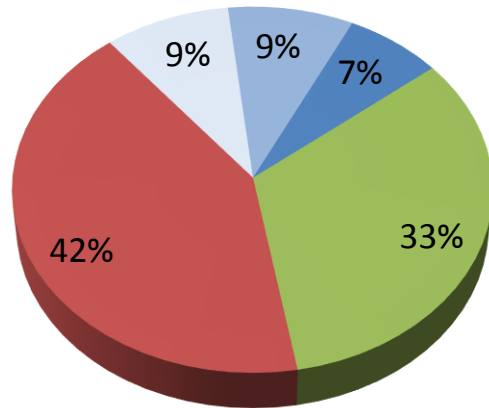
Employers report minimal usage of leave



Within the past year six-in-10 report 10% or fewer of their workers taking parental leave and over four-in-10 report 10% or fewer taking family or self leave.

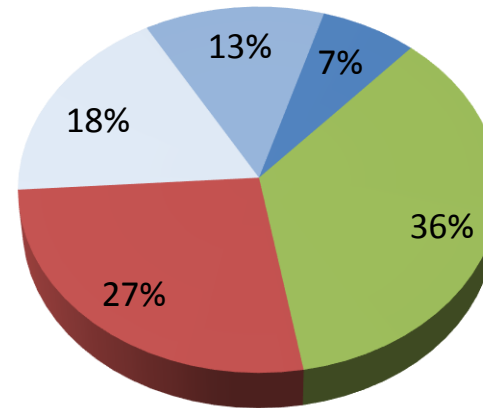
EMPLOYER SURVEY

Parental Leave



- None
- 1% to 5%
- 6% to 10%
- More than 10%
- DK

Medical Leave



- None
- 1% to 10%
- 10% to 25%
- More than 25%
- DK

To the best of your knowledge, what percentage of your employees within the city of Seattle have used any kind of leave to care for a newborn or newly placed adopted/ foster children within the past year?

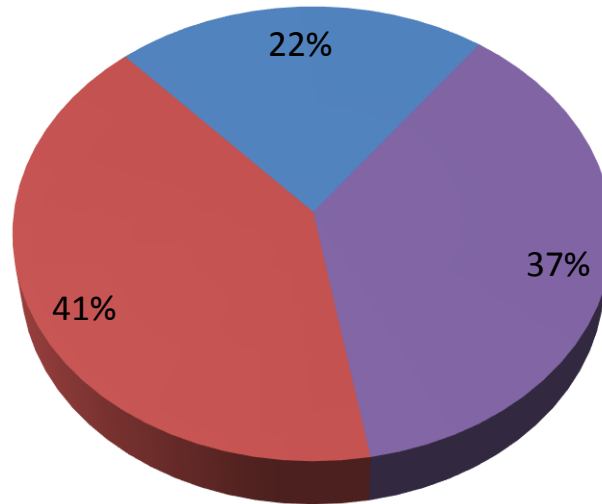
To the best of your knowledge, what percentage of your employees within the city of Seattle have used any kind of leave to care for themselves or a seriously ill family member in the event of an emergency within the past year?

Only one-in-five had a specific policy adequate to address their entire paid leave



Four-in-10 used sick leave, vacation or other kinds of accrued leave, while over a third used a combination of those to piece together a long-term solutions.

RESIDENTS SURVEY



■ Sick leave/vacation/accrued leave

■ Specific paid leave policy

■ Combination

Most likely to have used a specific leave policy alone

City Council District 1	36%
City Council District 3	36%
Company size <50	35%
City Council District 2	31%
Over 50, college+	31%
Non-union HH	30%
Men	27%
All residents	22%

Did you use sick leave, vacation time, or any other type of accrued leave such as P-T-O or did you use a paid leave policy that was set aside by your employer specifically for the purpose for which you used it?

Note: Asked only among those who have taken paid leave [n=120]

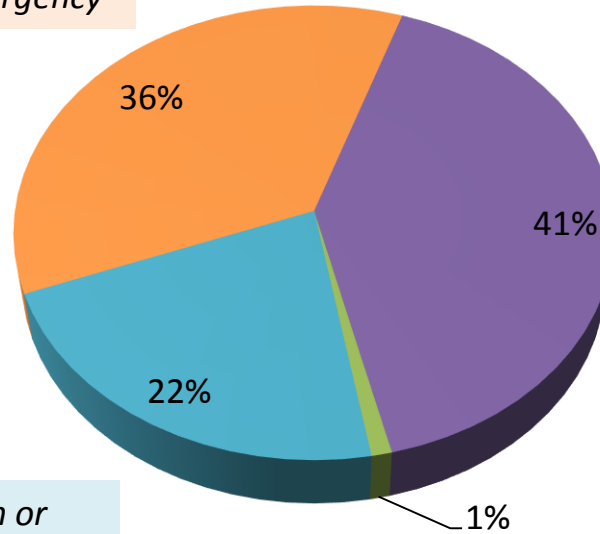
For four-in-10 of those who have taken leave, their latest qualifying event was personal serious illness



One-in-five needed to take parental leave, while over a third needed to care for a seriously ill family member.

RESIDENTS SURVEY

Needing to care for a seriously ill family member due to an emergency



Needing to care for yourself in the event of a serious illness

Needing to care for a newborn or newly adopted and foster children

- PARENTAL
- FAMILY ILLNESS
- SELF ILLNESS
- DK/NA

Which of the following best describes the most recent qualifying event you had for taking leave:

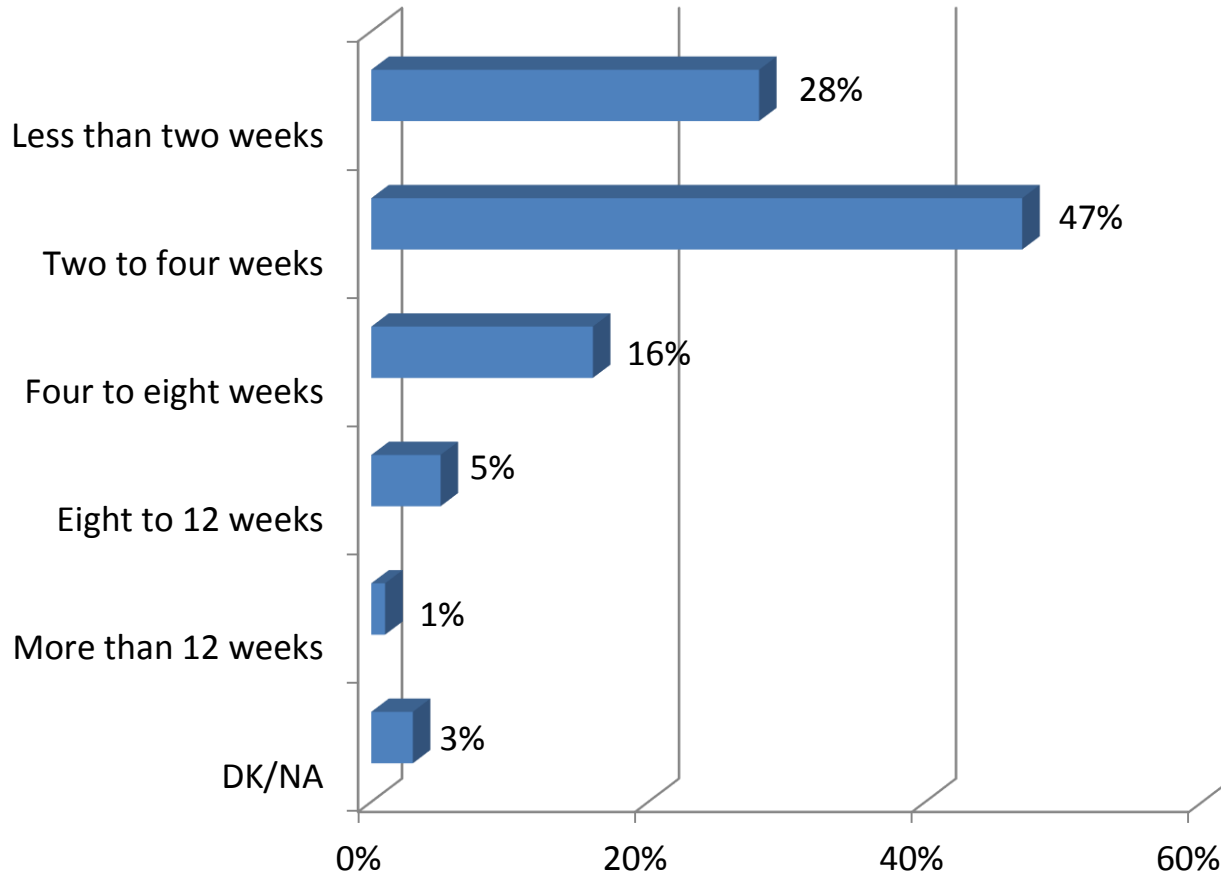
Note: Asked only among those who have personally taken leave [n=152]

Three-quarters of those who have personally taken leave took four weeks or less



Nearly half took between two and four weeks of leave.

RESIDENTS SURVEY



And thinking about your most recent qualifying event, how many weeks of leave did you use?

Note: Asked only among those who have personally taken leave [n=152]



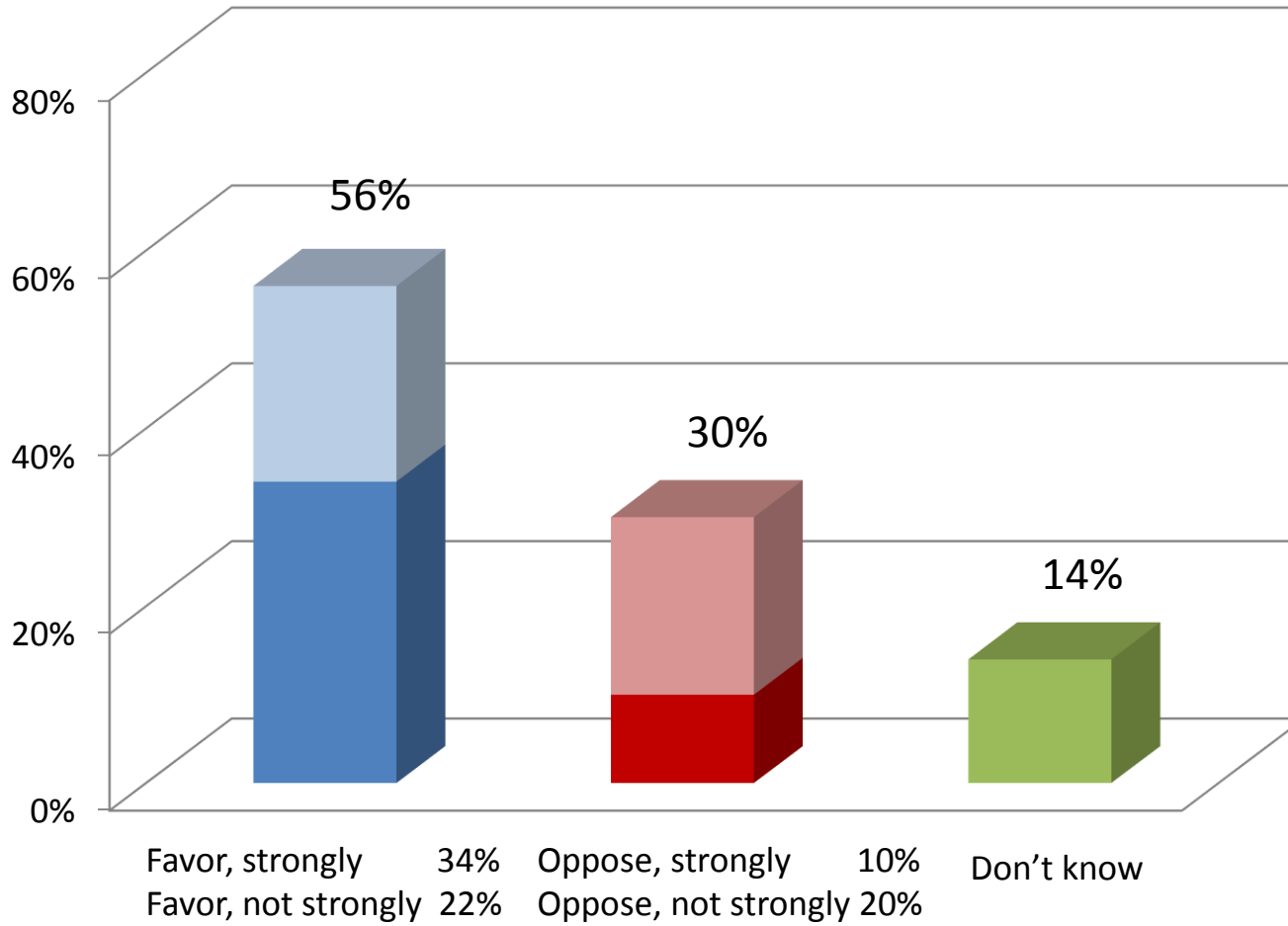
Support for a Universal Paid
Family Leave Program



A majority of employers support the implementation of a universal paid family leave program



That said, intensity of feeling is muted with only a third strongly supporting the concept.



EMPLOYER SURVEY

The City of Seattle is considering the implementation of a universal paid family leave program.

This program would create a dedicated fund from which those employed within the City of Seattle could receive wages during a period of weeks based on a qualifying event, such as the birth or placement of a child or to care for themselves or a family member in the event of a serious illness.

Having heard this, do you favor or oppose the implementation of a universal paid family leave program in Seattle? Do you feel that way strongly or not so strongly?

Companies who currently do not offer paid leave and smaller companies tend to be more supportive



EMPLOYER SURVEY

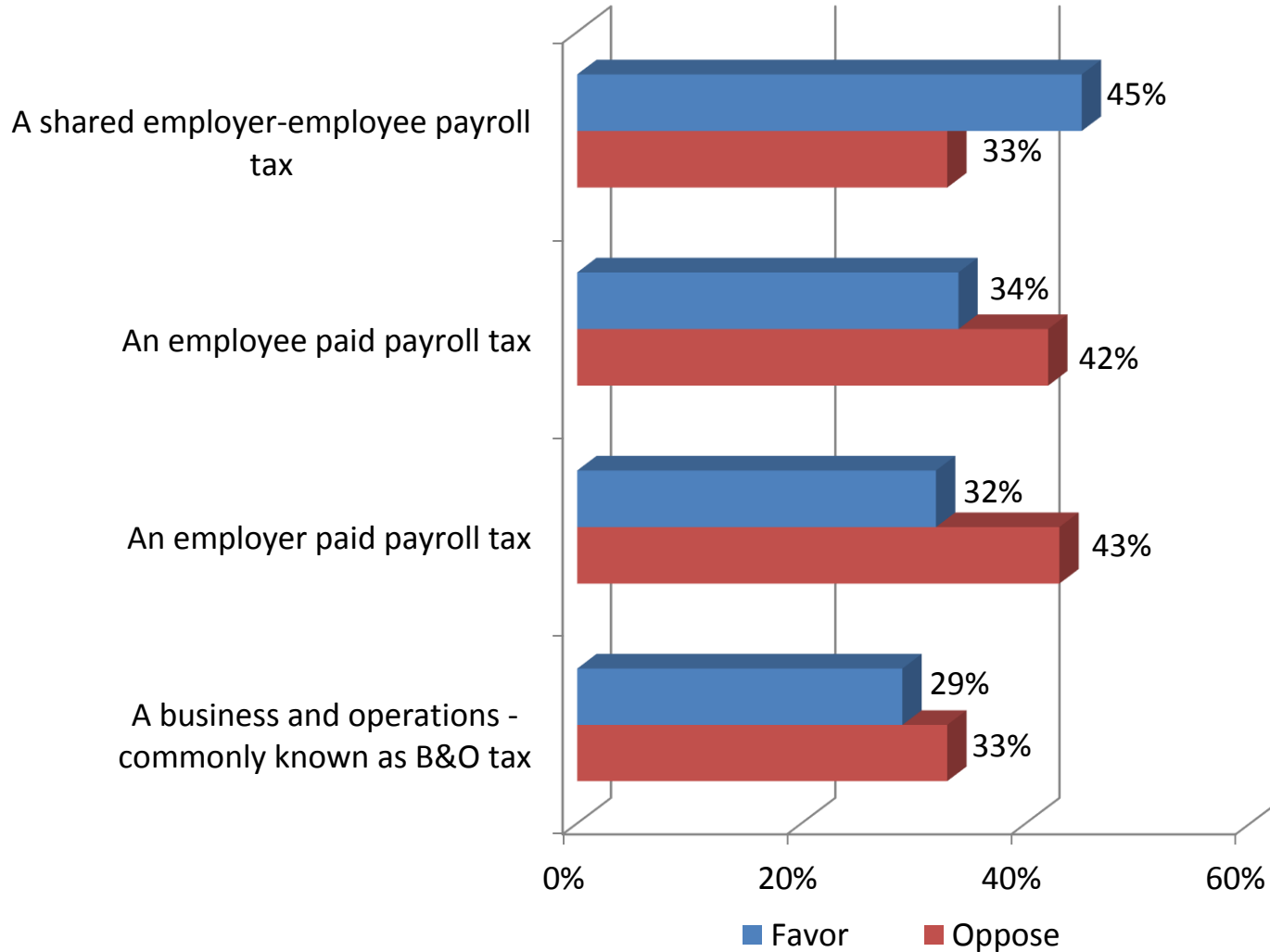
	<i>Favor</i>	<i>Oppose</i>	<i>Don't know</i>
Offer at least one type of paid leave	54%	32%	14%
Offer no paid leave	59%	28%	13%
Company size <50	60%	26%	15%
Company size 50+	44%	45%	11%
All employers	56%	30%	14%

Having heard this, do you favor or oppose the implementation of a universal paid family leave program in Seattle? Do you feel that way strongly or not so strongly?

A shared payroll tax is the most popular funding mechanism



Both the employer only and employee only payroll taxes are underwater while employers are divided over the B&O tax option.



EMPLOYER SURVEY

Favor, strongly Oppose, strongly

18% 16%

13% 14%

12% 17%

12% 17%