

# EMERGENCY LEAVE

## Leave Benchmarking Survey



In September 2023, IBI surveyed more than 400 employers about their Emergency Leave Benefits. Respondents were instructed to focus on an employer sponsored standalone leave benefit that is not part of any other leave or PTO benefit.

### Benefit Offering

**76%**

of employers offer a standalone employer sponsored emergency leave benefit

Events that qualify:

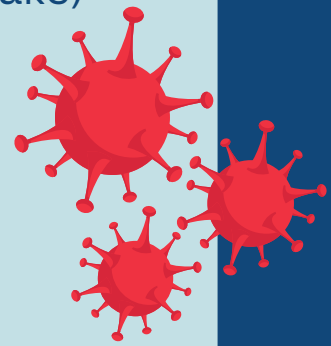
- Covid-related issue for myself or my family (88%).
- Personal emergency (fire, accident, family, military deployment) (87%).
- Act of nature (tornado, hurricane, earthquake) (73%).

**7%**

of employers offer emergency leave to part-time employees

**23%**

of employers offer employees 100% of wages paid during emergency leave



### CARES Act

**91%**

of employers who currently offer emergency leave first began to offer this leave benefit as part of the Coronavirus Aid, Relief, and Economic Security Act in 2020.

### Why Is It Important?



**77%**

of employers recognize that there are other employee emergencies, not COVID-19 related, that need to be covered

### No Emergency Leave

**85%**

of employers who do not offer a standalone emergency leave benefit allow employees to use other time off benefits (like PTO) for emergency leave purposes



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