

Trends in Disability/STD/FMLA/Parental Leave

MMP/Tier 2 Conference

August 2024



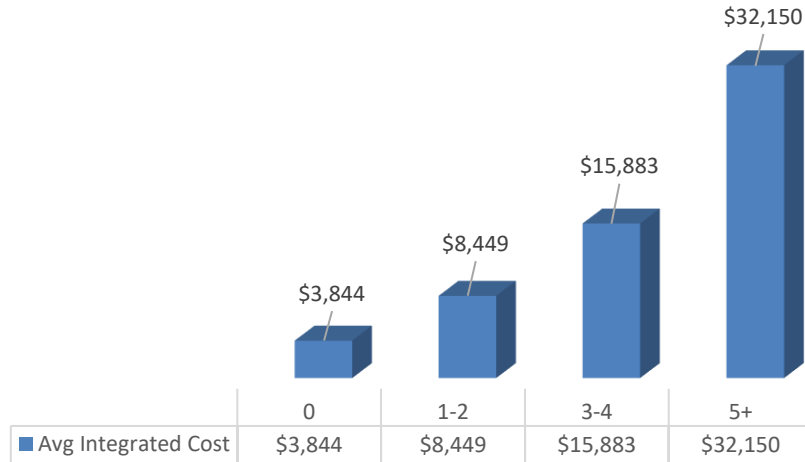
Absence, Disability, and Leave (ADL) Benchmarking

Sources include:

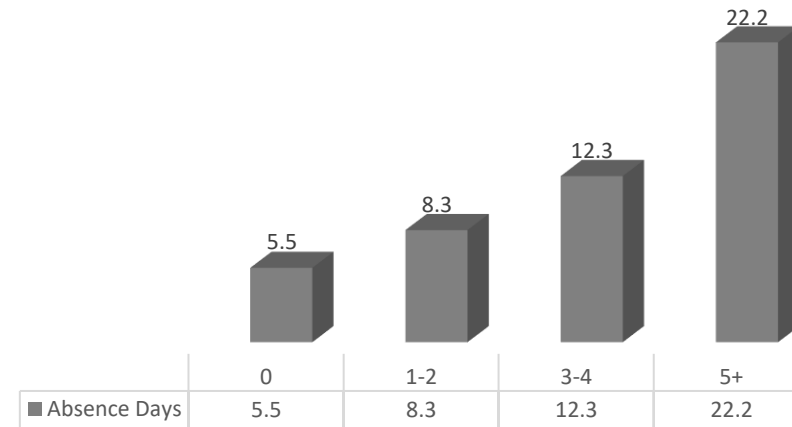
- Marsh McLennan Agency (MMA) 2023 Paid Leave Benchmarking Report (800 mid-size employers)
- Disability Management Employer Contribution (DMEC) 2022 Absence Plan Design Benchmarking Report (1,101 employers; all sizes)
- Workpartners Client Survey

Co-Morbid Conditions Impact on Healthcare Costs & Absence

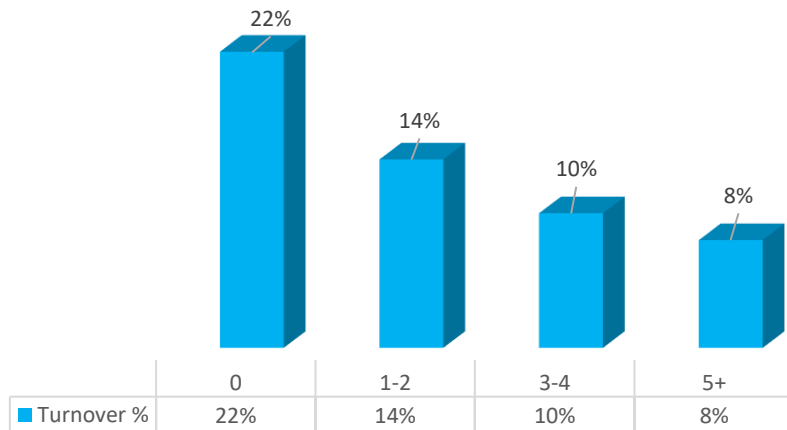
Healthcare Cost by Co-Morbid Conditions



Absences by Co-Morbid Conditions

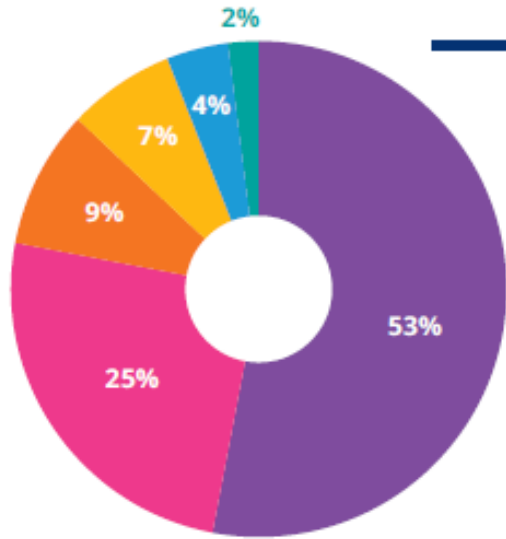


% Quitting by Co-Morbid Conditions



- Integrated costs and total lost workdays increase significantly with more co-morbid conditions
- Often, turnover rates are lower for employees with more chronic conditions

Short Term Disability Benchmarking

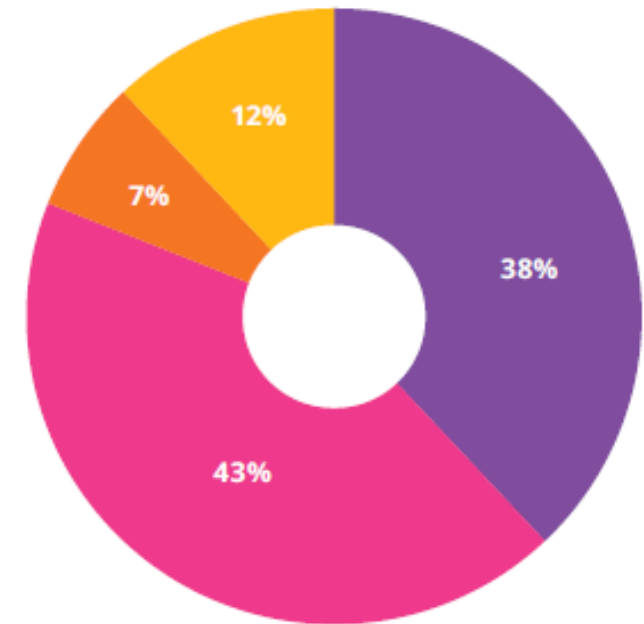


Does your company offer short term disability benefits?

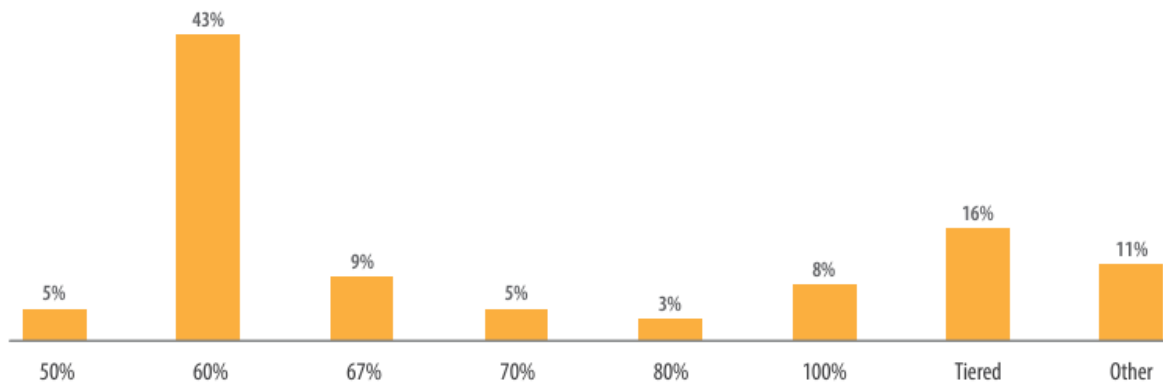
- Yes, we offer a fully-insured short term disability program
- Yes, we offer a self-insured short term disability program
- No, employees use sick, extended illness bank (EIB) or paid time off (PTO)
- No, we offer a self-insured salary continuation benefit
- No, only employees in statutory states have a benefit if offered by the state in which they work
- Other

What is the maximum duration of benefits under your short term disability or salary continuation plan?

- 13 weeks
- 26 weeks
- 52 weeks
- Other

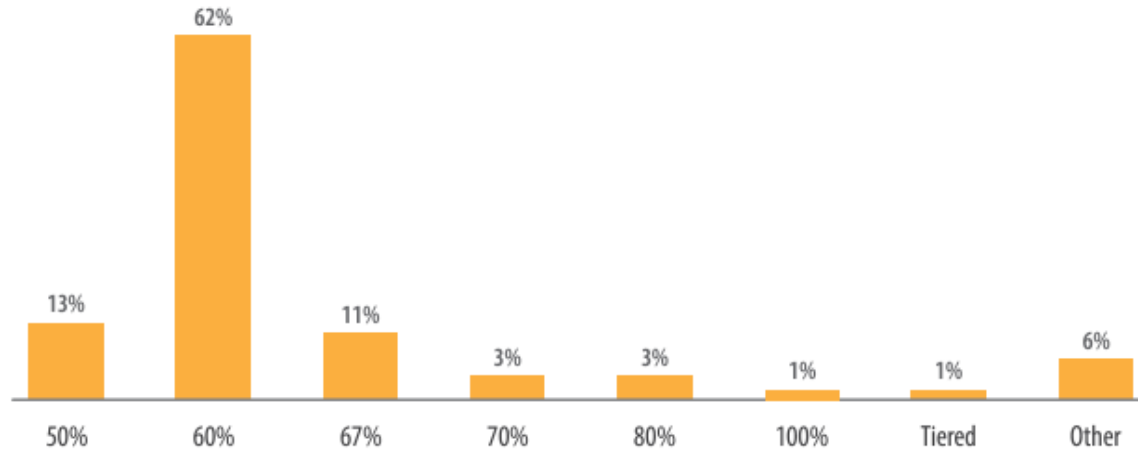


STD BENEFIT AMOUNT (% OF SALARY) (n=997)

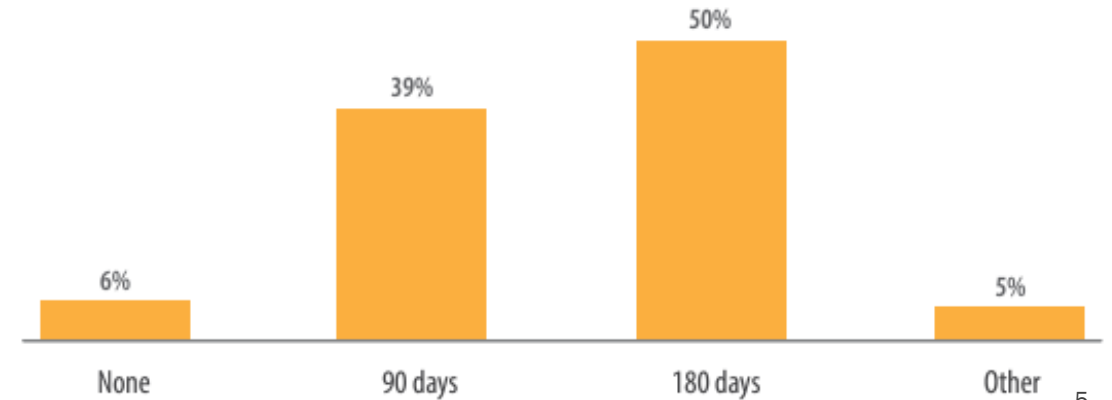


Long Term Disability Benchmarking

BASE LTD BENEFIT AMOUNT (% OF SALARY) (n=1,039)

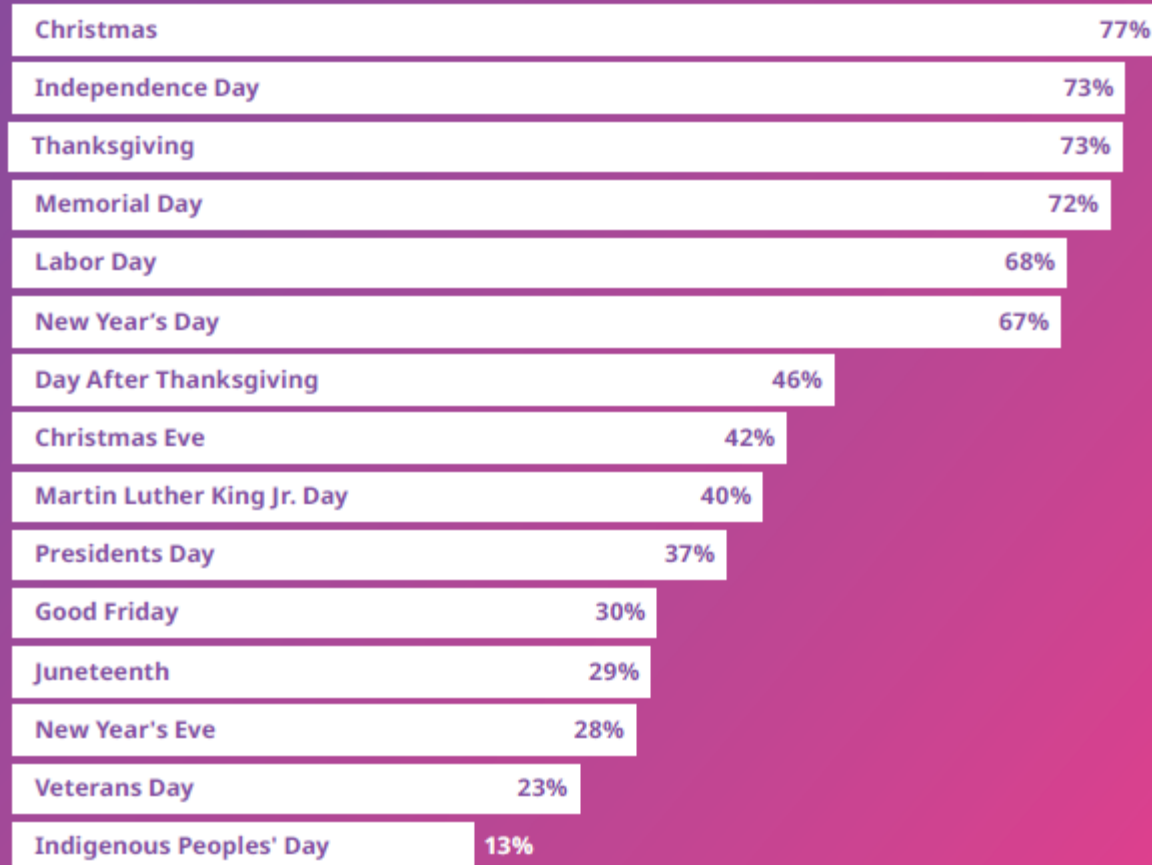


BASE LTD ELIMINATION PERIOD (n=962)

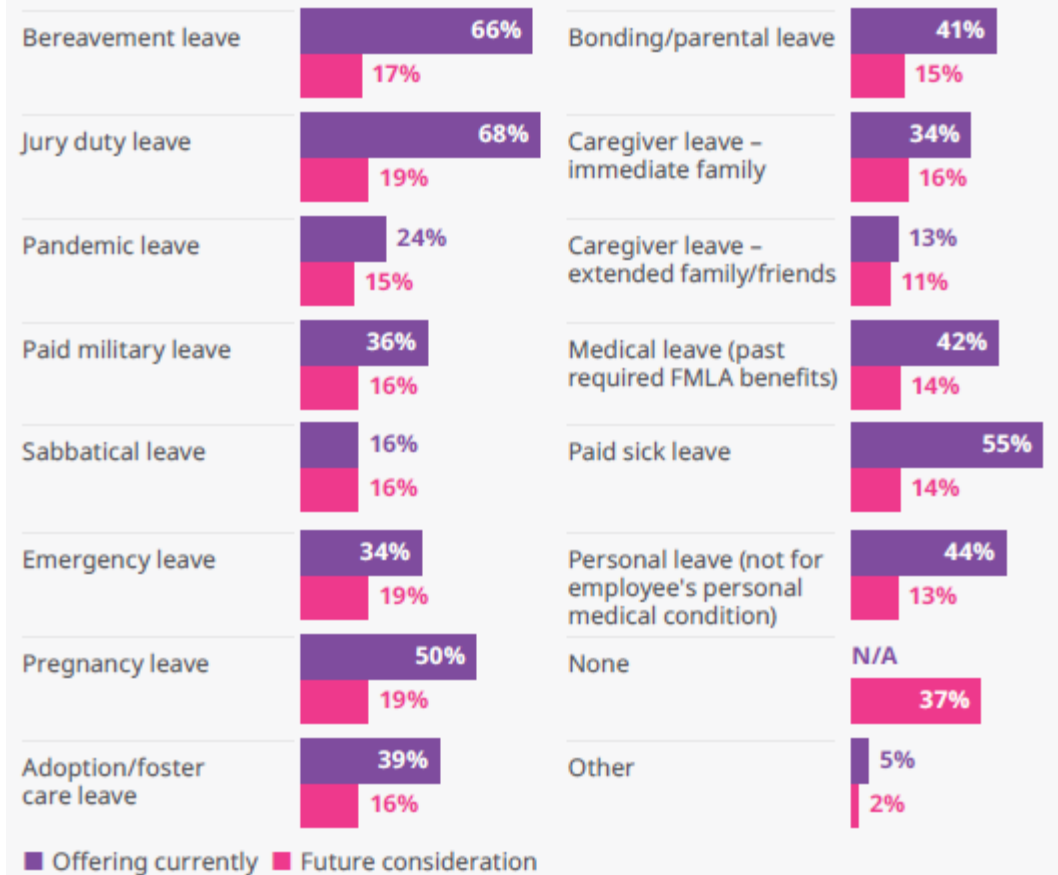


Holiday and Company Leave Benchmarking

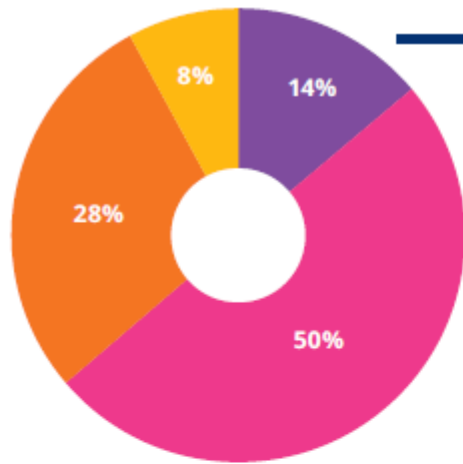
What holidays do you offer as paid time off?



Company sponsored leave programs

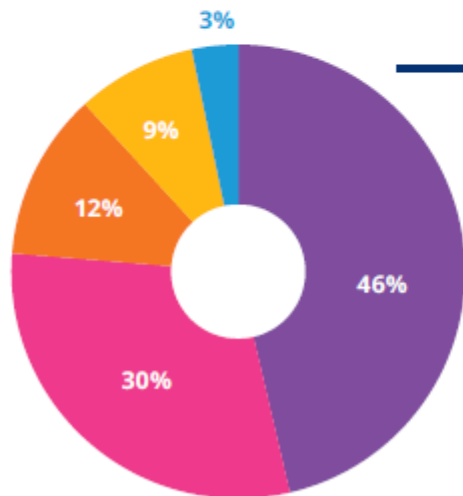


PTO, Vacation and Sick Time Benchmarking



How do you offer paid, leisure time off for your employees?

- Combination of vacation and PTO policy
- PTO policy (vacation time is combined with another form of time off - such as sick time, personal days, and/or floating holidays)
- Vacation policy
- We don't have a formal accrual based policy; employees can take time off with pay, as needed (e.g. "unlimited" time off)

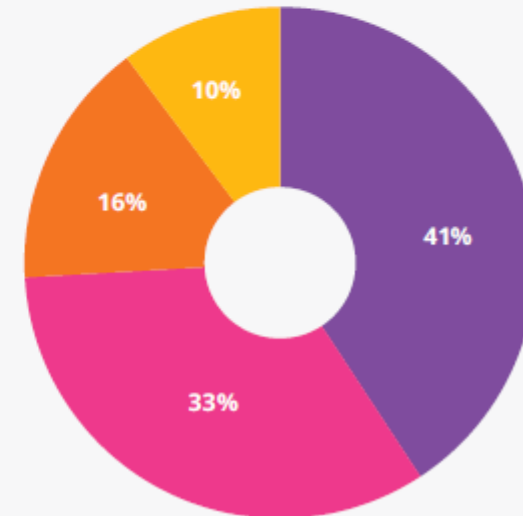


How is the amount of available vacation/PTO time determined for employees?

- Length of service/tenure
- Both length of service/tenure and job title
- Job title
- We offer an unlimited vacation/PTO plan
- Other

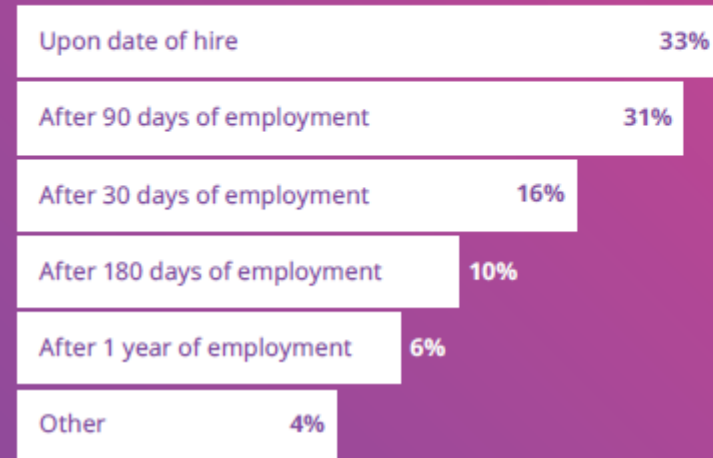
How is accrued and unused PTO/vacation time addressed?

- Time is allowed to be carried over at the end of each year
- "Use it or lose it" with no carryover provision at the end of each year
- No carryover provision, but accrued time is paid out at the end of each year
- Other



PTO, Vacation and Sick Time Benchmarking Cont.

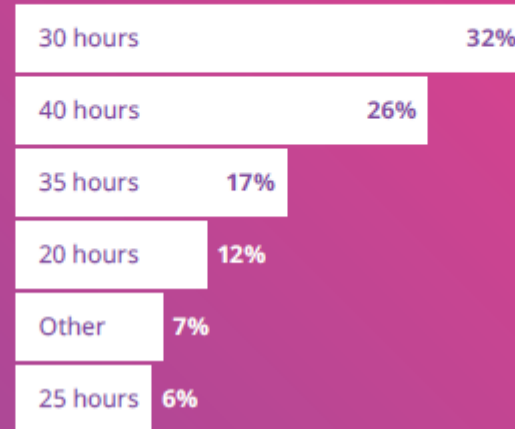
When are employees eligible for vacation and PTO benefits?



Does your company offer time for volunteer service?

No, and we do not intend to add this policy	34%
Yes, and it is paid at 100%	29%
No, but we are considering adding this policy	15%
Yes, and it is paid at less than 100%	12%
Yes, but it is unpaid	10%

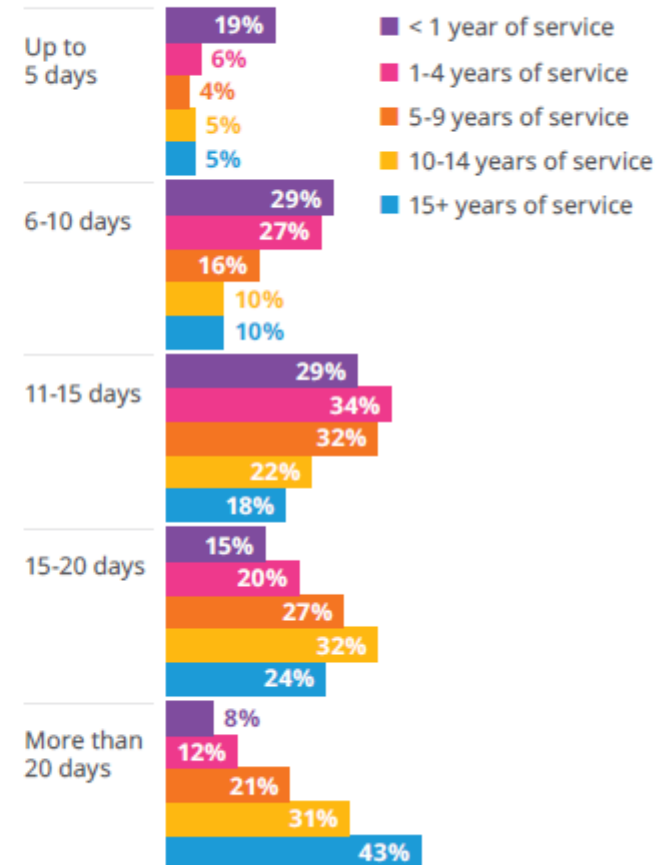
Number of hours an employee must work per week to be eligible for PTO/vacation



Maximum PTO carried over each year

40 hours	39%
Other	26%
None - no carryover allowed	22%
80 hours	13%

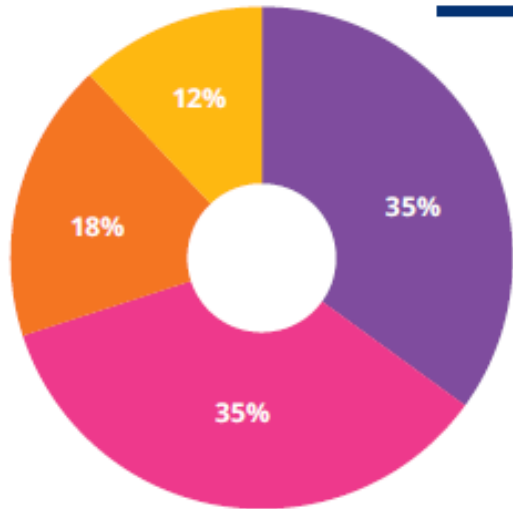
Vacation/PTO days offered



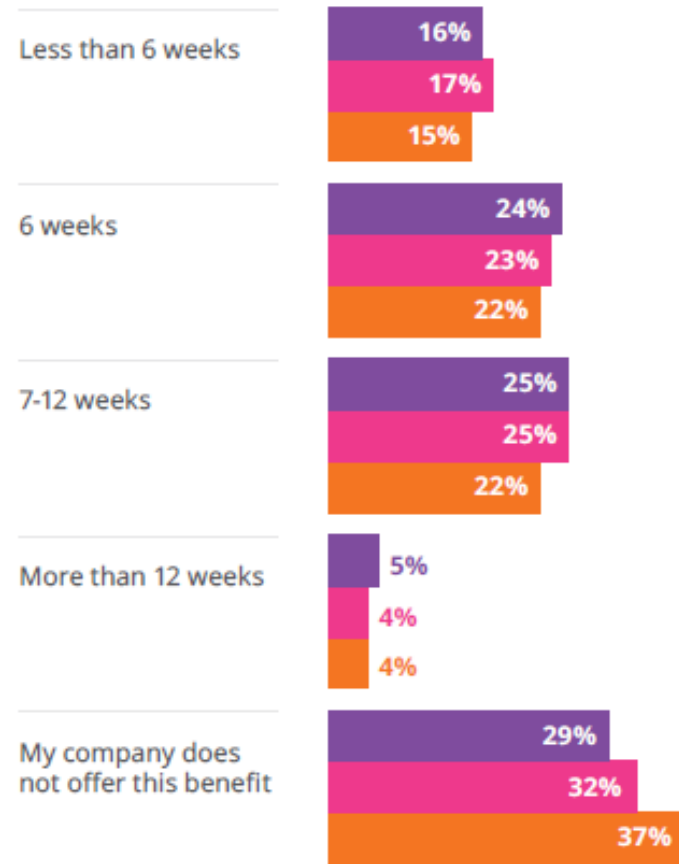
Maternity and Bonding Leave Benchmarking

What type of maternity plan do you offer your employees?

- Short term disability benefits only
- Salary continuation program (additional)
- Stand-alone benefit separate from short term disability benefits
- Salary continuation program (short term disability not offered)



Amount of bonding leave offered



■ Birth ■ Adoption ■ Foster care



Questions?