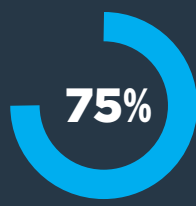


Managing Absences in an Uncertain World

COVID-19, legislative changes and market trends are reshaping absence management. HUB International's 2021 Workforce Absence Management Survey showed how much the environment has changed.

Workforce absence management is more complex and challenging than ever. HUB International looked at how small and medium-sized employers are keeping their practices competitive during uncertain times. Here are some key findings from the survey.

COVID-19 HAS CHANGED ABSENCE MANAGEMENT



75% of survey respondents say COVID-19 has influenced how they approach leave management



40% say their policies should be improved

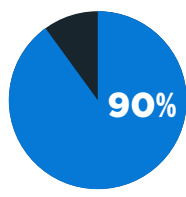
25% have made changes to their PTO programs



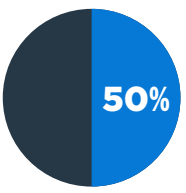
30% gave extra paid time off due to COVID-19 in 2020

17% expect to do so in 2021

TELECOMMUTING IS THE NEW NORMAL



90% of respondents adopted telecommuting during COVID-19



50% say they are making a remote work option permanent

WHY?

85% GREATER EMPLOYEE FLEXIBILITY

75% NO DROP-OFF IN PERFORMANCE

73% IMPROVED WORK-LIFE BALANCE

PAID PARENTAL LEAVE PRACTICES VARY

Small and medium-sized employers' paid parental leave options may not be as robust as large employers'

25% offer paid parental leave
Offer 1 to 2 weeks of paid parental leave



40% to 45% offer paid parental leave
Offer 6 to 8 weeks of paid parental leave

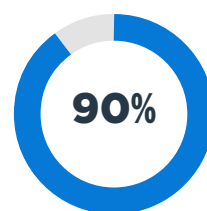
28% of respondents that have paid parental leave offered it immediately at time of hire

63% offer no additional job protection outside of statutory mandates

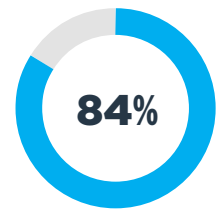
DEI'S IMPACT NOT SEEN IN PAID HOLIDAYS

Diversity, equity and inclusion policies came to the forefront in 2020, but did not necessarily have a major impact: **Only 17% of respondents re-evaluated their paid holidays** due to DEI and **14% made changes** as a result

RESPONDENTS ARE ALIGNED ON FMLA



Administer Family Medical Leave Act (FMLA) in-house



Of them won't extend benefits when leave time is exhausted

STACKING UP PAID-TIME-OFF

Average days off given (when tenure isn't a factor):



5 STEPS TO MORE EFFECTIVE WORKFORCE ABSENCE MANAGEMENT

1

Review leave of absence policies to ensure compliance and that there's alignment between policy language and an organization's true intentions.

2

Benchmark absence programs to relevant organizational matches.

3

Recognize that leaves of absence are difficult and confusing for employees. Be empathetic to their concerns.

4

Precedent matters; individual exceptions can cause inconsistencies.

5

Design a holistic benefits strategy that encompasses everything from PTO to health and wealth benefits. Evaluate regularly, leveraging analytics.

Contact us today at hubinternational.com

HUB International's Workforce Absence Management Survey drew responses from 547 HR and benefits leaders in organizations with 50 to 1,000 employees. Survey conducted by Greenwald Research and in partnership with Voya, Guardian, Principal, and Mutual of Omaha.