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Workplace Evolution: Absence Management Policies That Keep Pace with Today's Modern Workforce

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Survey Overview

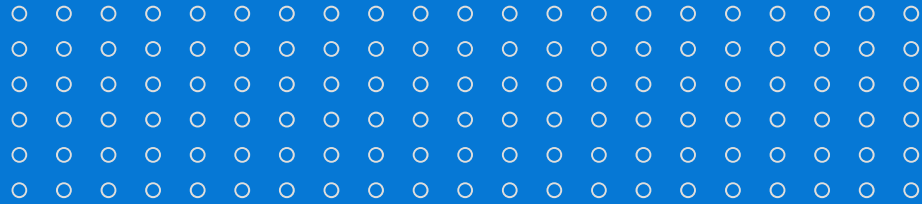


Covered a variety of absence management policies and practices:

- Telecommuting
- Paid Holidays
- Paid Parental Leave
- Paid Time Off
- Regulatory Leaves
- Bereavement

Received over 500 responses from companies with 50-1,000 Employees

A combination of HUB clients and prospects



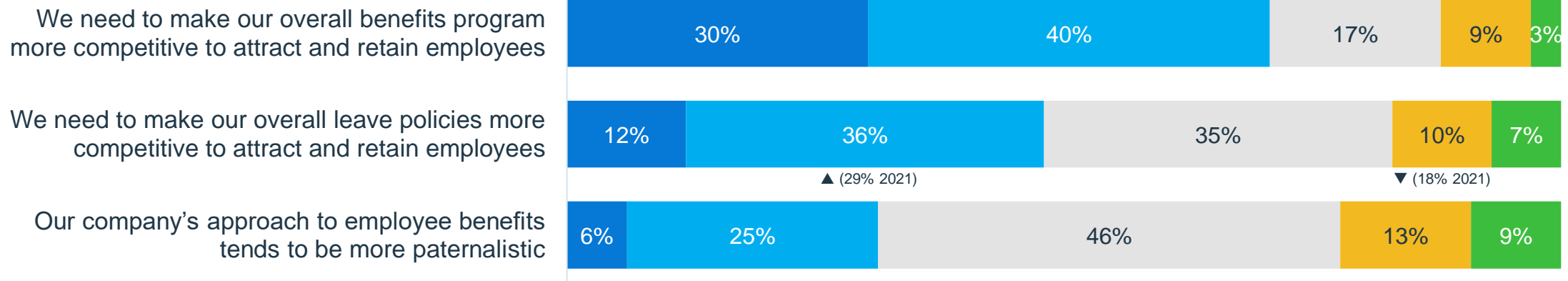
OVERALL BENEFITS PROGRAM



7 in 10 say they need to make their overall benefits more competitive. Up from 2021, half say the same about their leave programs.

Benefits Descriptions

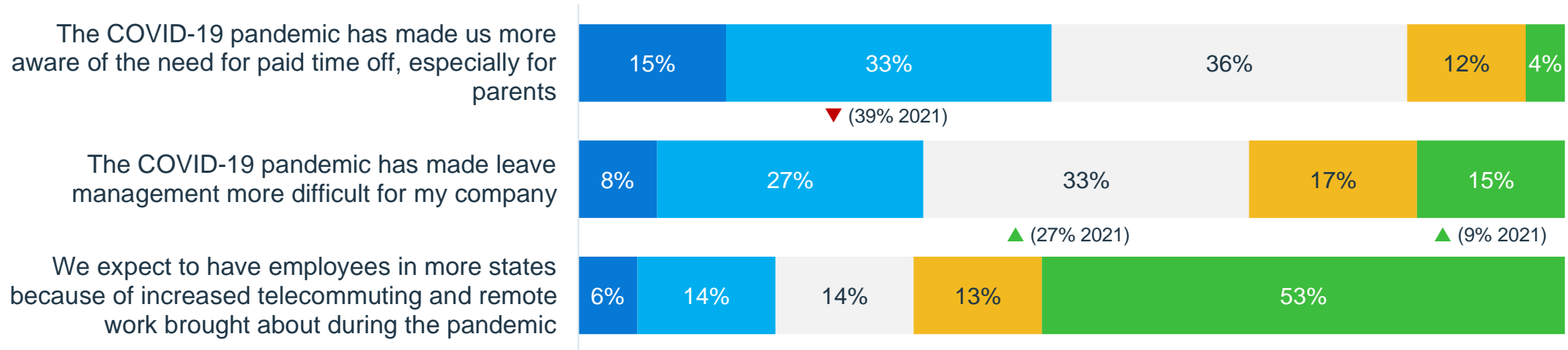
■ Strongly agree ■ Somewhat agree ■ Neither agree nor disagree ■ Somewhat disagree ■ Strongly disagree

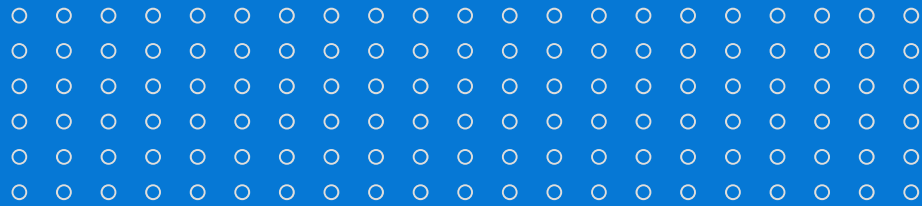


COVID-19 Impacts to Workforce Absence Management, since 2021



■ Strongly agree
 ■ Somewhat agree
 ■ Neither agree nor disagree
 ■ Somewhat disagree
 ■ Strongly disagree

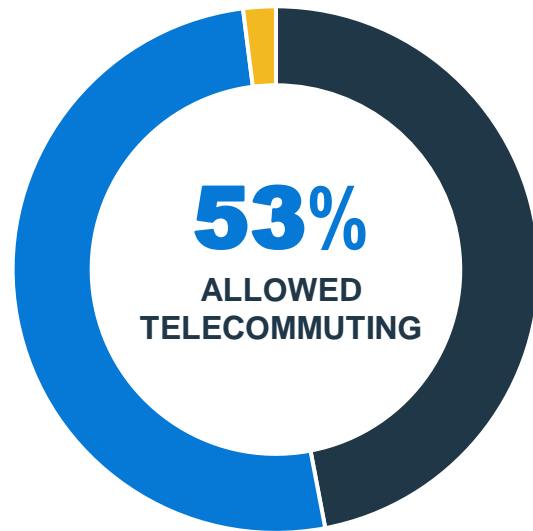




TELECOMMUTING

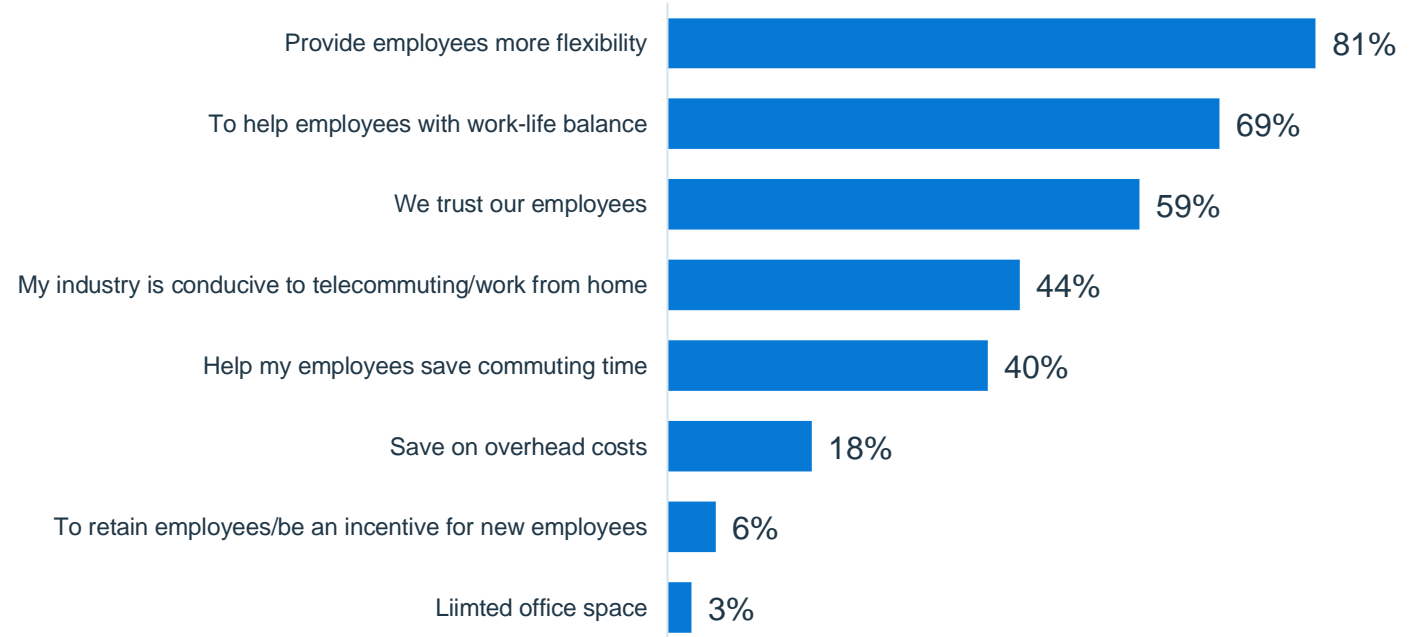


Four in ten employers say telecommuting provides employees more flexibility



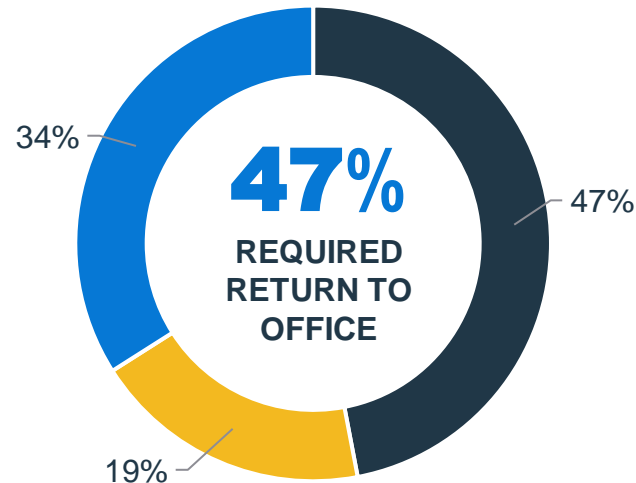
- Employers are all on site
- Employees are hybrid on site/remote
- Employees are fully remote

Reasons Telecommuting/WFH Are Allowed



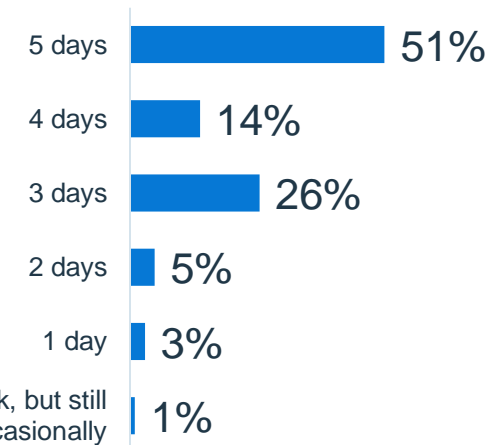
Returning to the Office after COVID-19 is mixed

After Working Remotely



- Yes
- No, COVID-19 remote work protocols are still in place
- N/A - All employees worked on site throughout the pandemic

Days Required to Work in Office *If required to return to work*

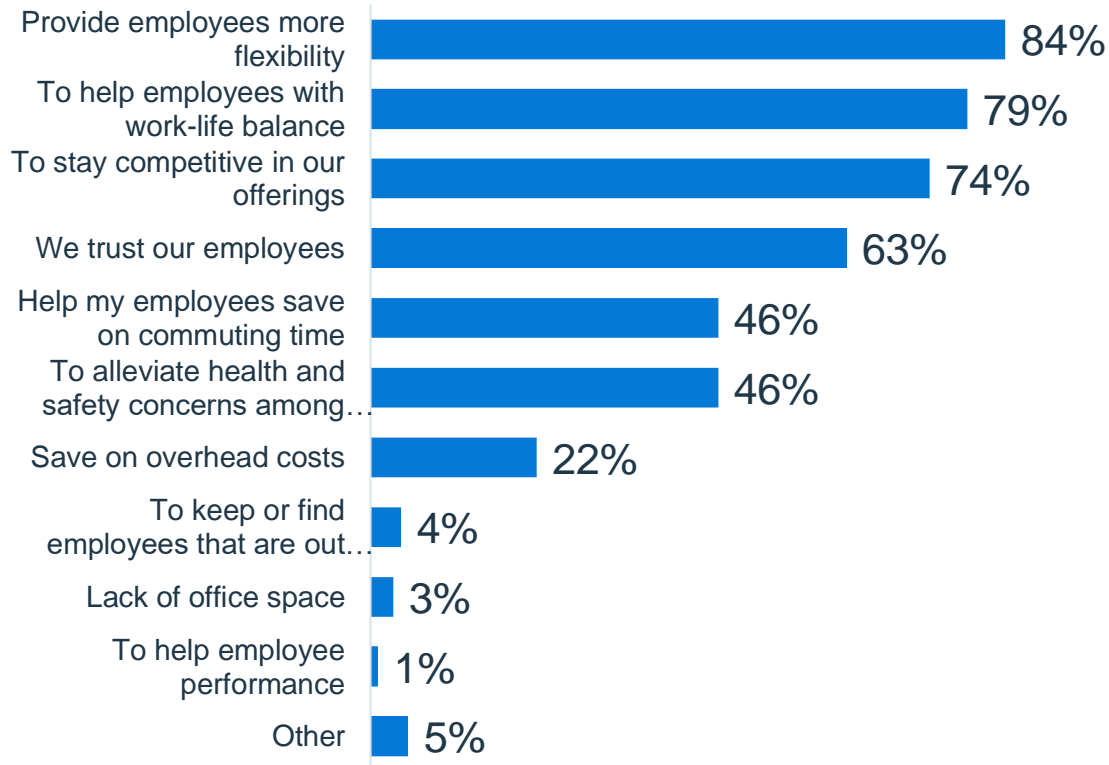


Less often than once per week, but still required to come in occasionally

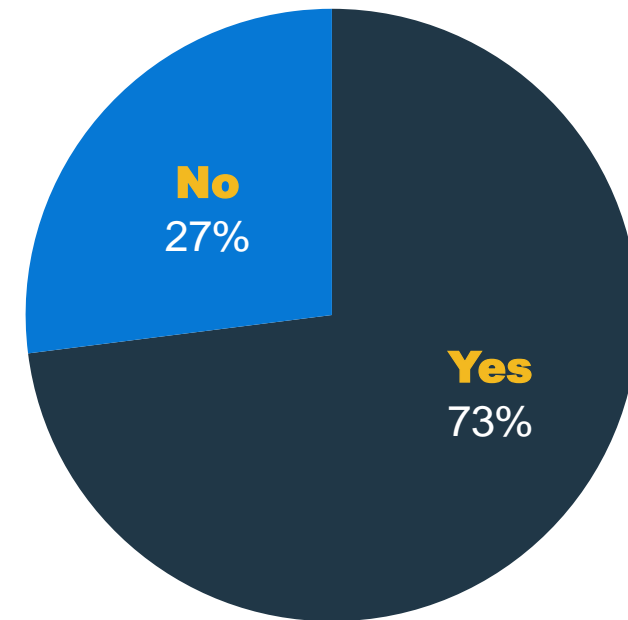
Employers who still allow remote work aim for flexibility and work-life balance for employees

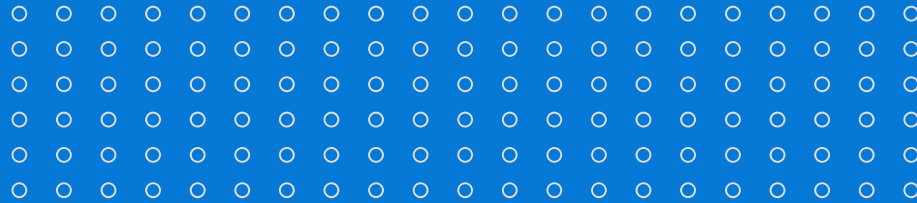


Reasons to continue allowing remote work



Do you find that employees are just as effective when they work from home as when they work from the office?

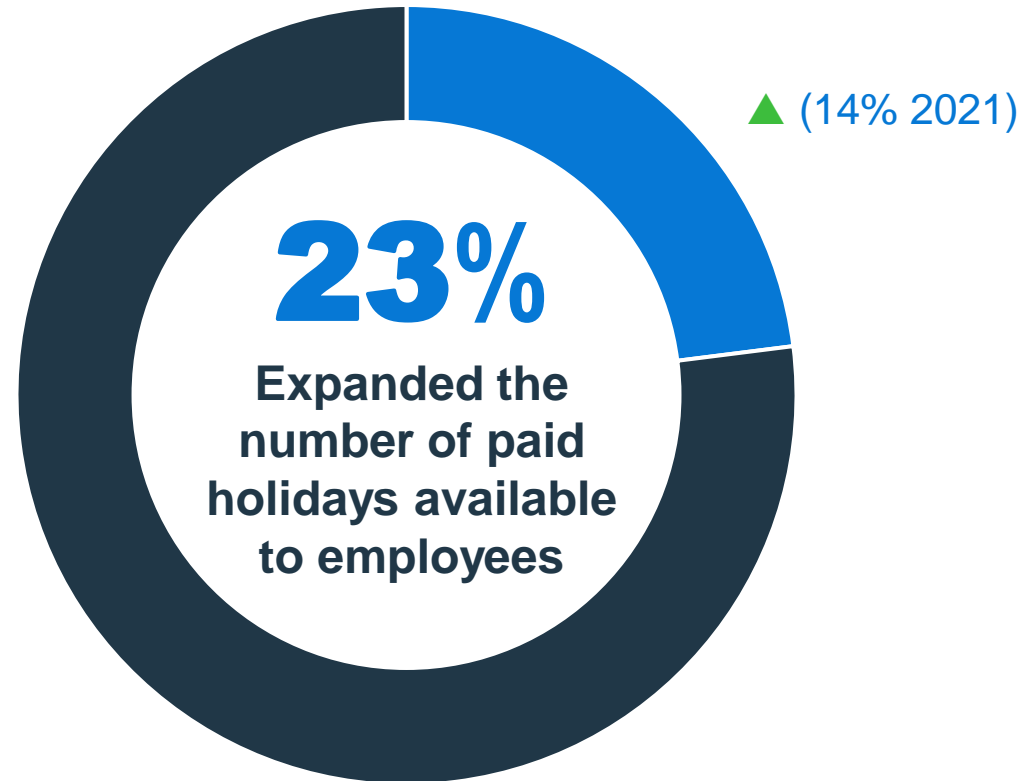




PAID HOLIDAYS



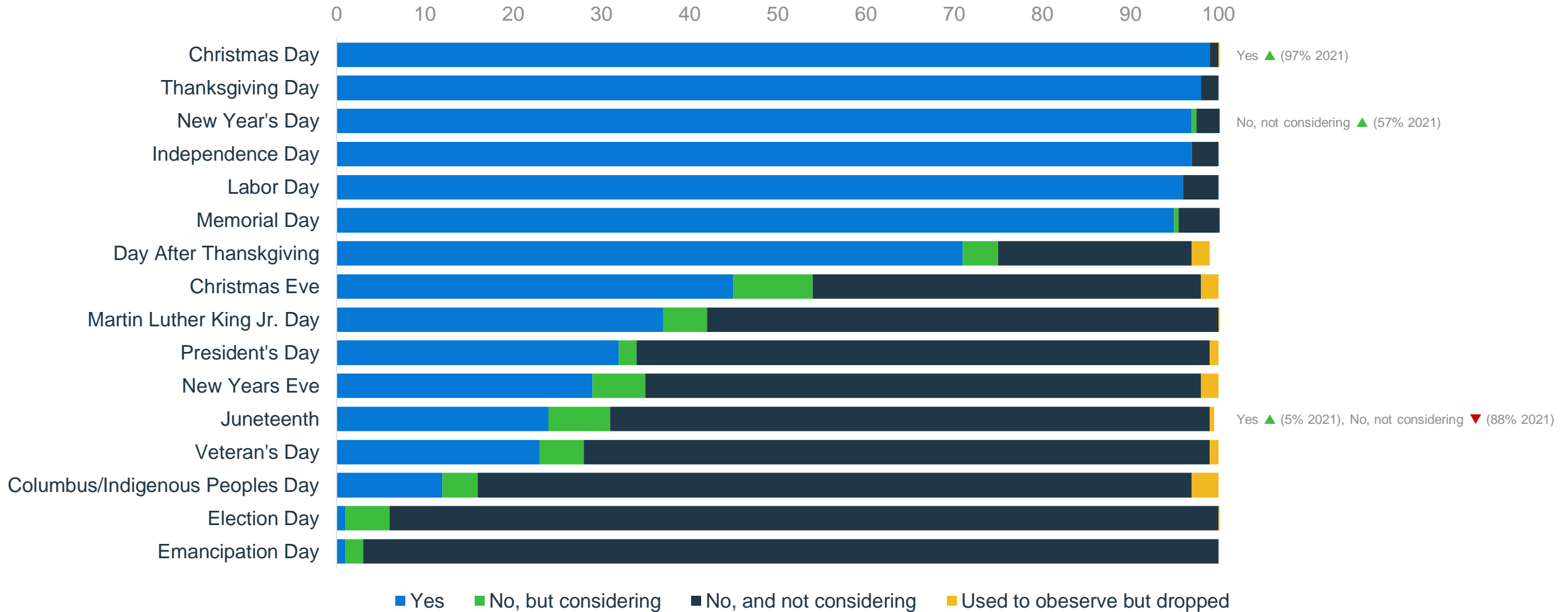
More employers expanded the number of paid holidays

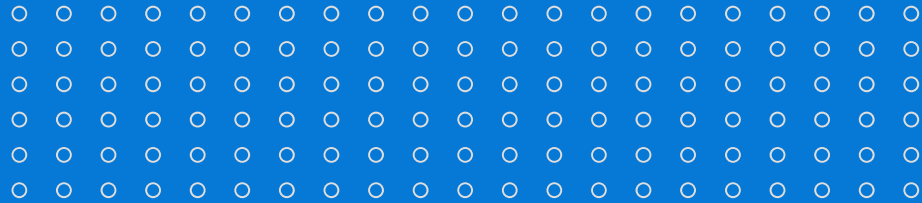


More employers are observing Juneteenth



Observed Paid Holidays in 2023





PAID PARENTAL LEAVE



Just over a quarter of employers offer Paid Parental Leave



Company Size	50-100 (A)	101-250 (B)	251-500 (C)	501-1,000 (D)
Offer Paid Parental Leave	24%	27%	28%	39% ^A

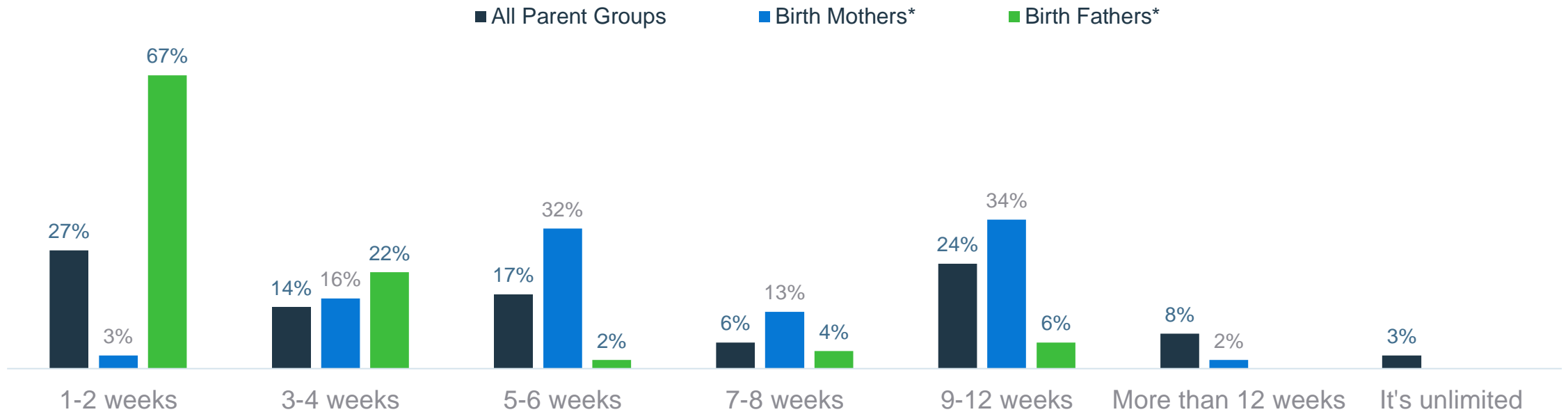
Eligibility for Paid Parental Leave



Amount of PPL provided across parent groups widely spread



Paid Parental Leave Provided



Most who offer PPL have a limit on when it can be taken



Do Employees Need to Take Parental Leave Within a Certain Period of Time?

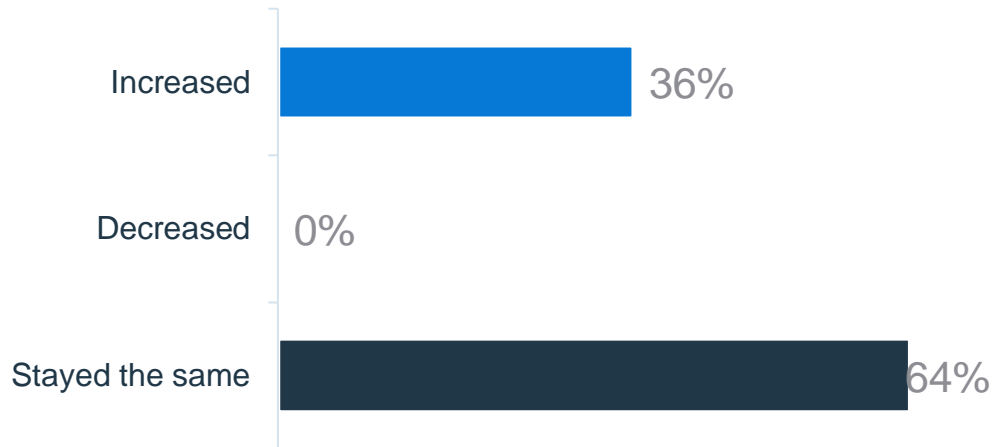


Over a third of employers increased the Paid Parental Leave they offer

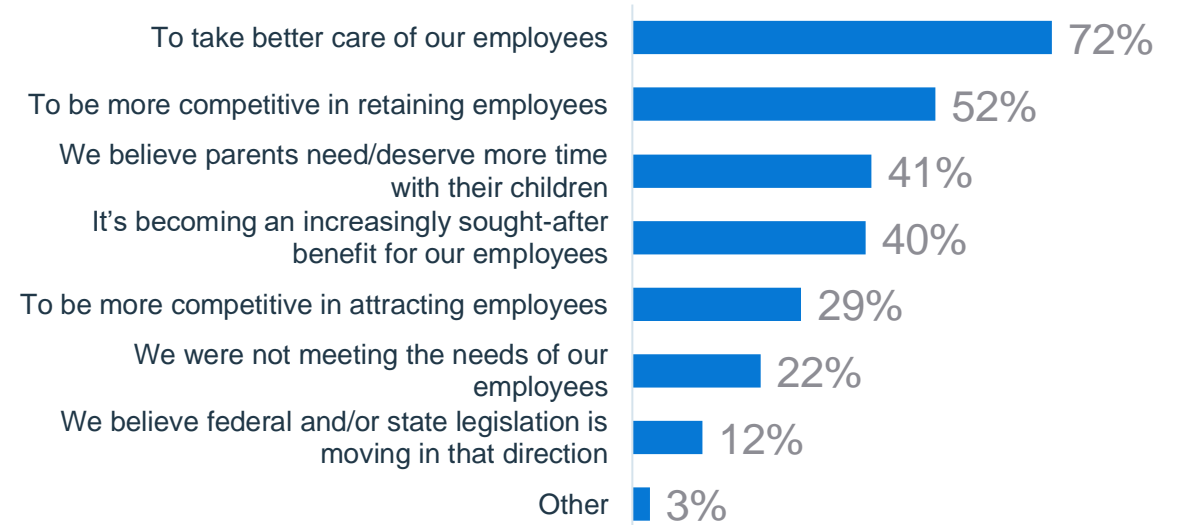


Over 7 in 10 say the reason was to take better care of their employees.

Change in Amount of Paid Parental Leave



Reasons Increased Paid Parental Leave





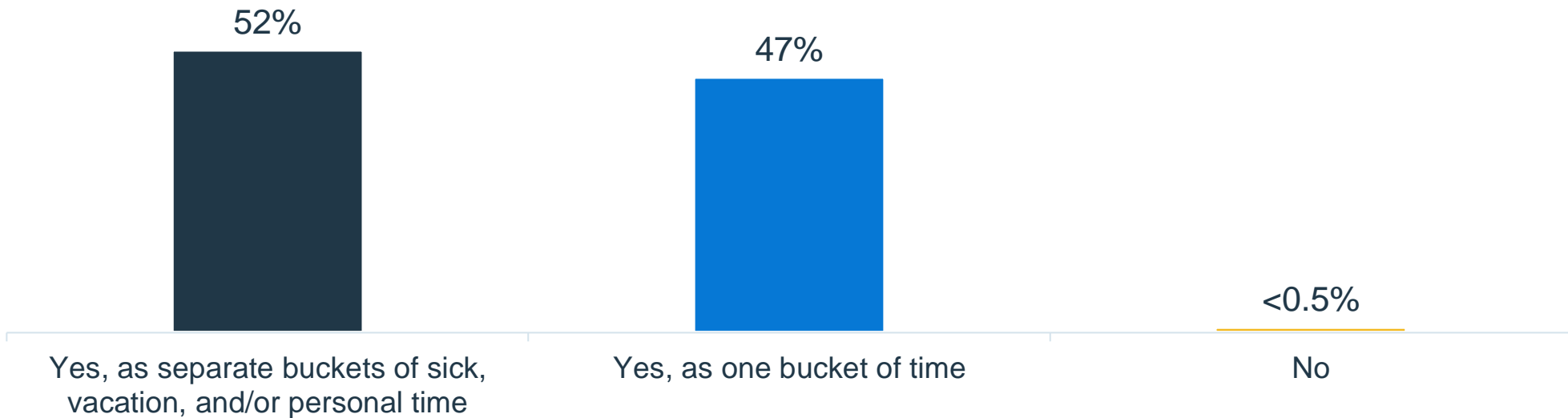
PAID TIME OFF



Almost all employers provide Paid Time Off



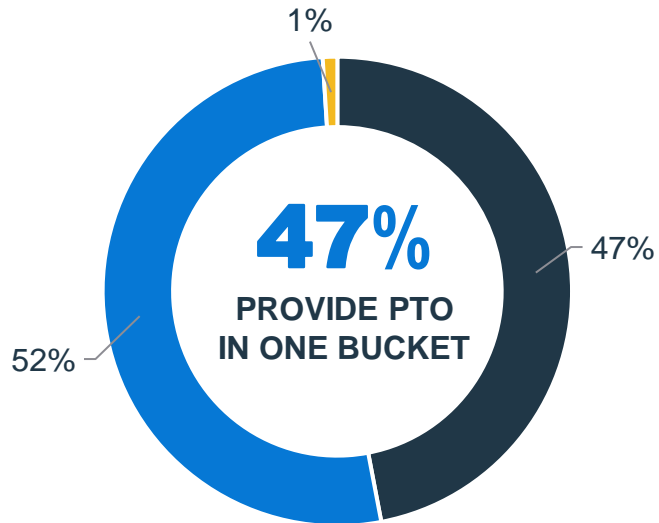
Providing Paid Time Off



Most employers who offer PTO in one bucket say it's easier to administer

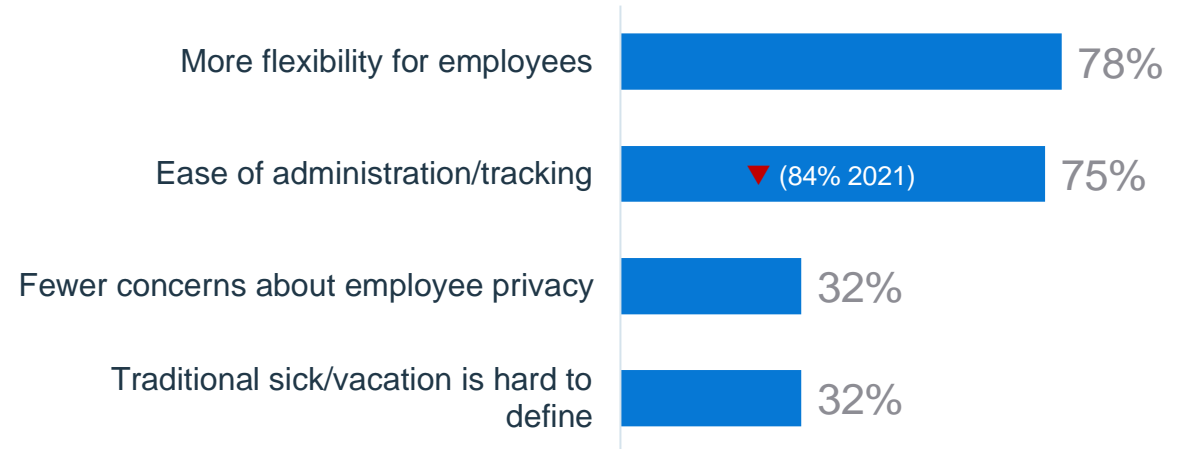


Providing Paid Time Off



- Yes, as one bucket of time
- Yes, as separate buckets of sick, vacation, and/or personal time
- No

Reasons to Provide PTO in One Bucket



56% of employers increased the number of PTO days provided



Reasons Why PTO Was Increased

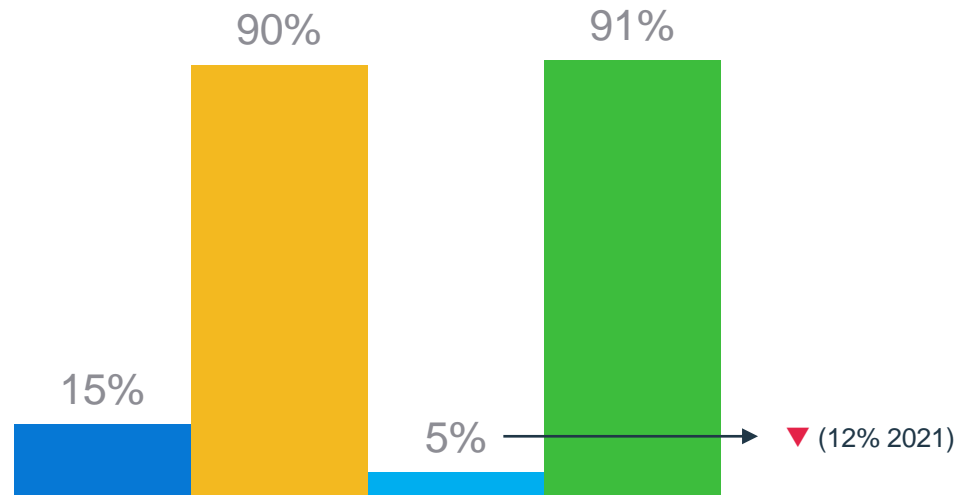


Differences in Paid Time Off



Provides Different Paid Time Off by Tenure/Years of Service

■ Sick time ■ Vacation time ■ Personal time (n=114) ■ PTO in one bucket

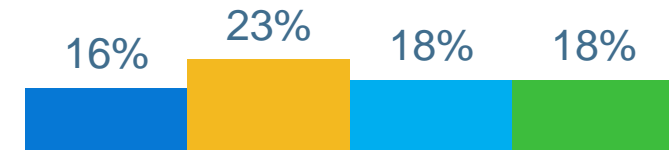


Yes, offers different time by Tenure

Nine in ten offer different amounts of vacation and PTO based on tenure.

Provides Different Paid Time Off For Exempt vs. Non-Exempt Employees

■ Sick time ■ Vacation time
■ Personal time (n=114) ■ PTO in one bucket



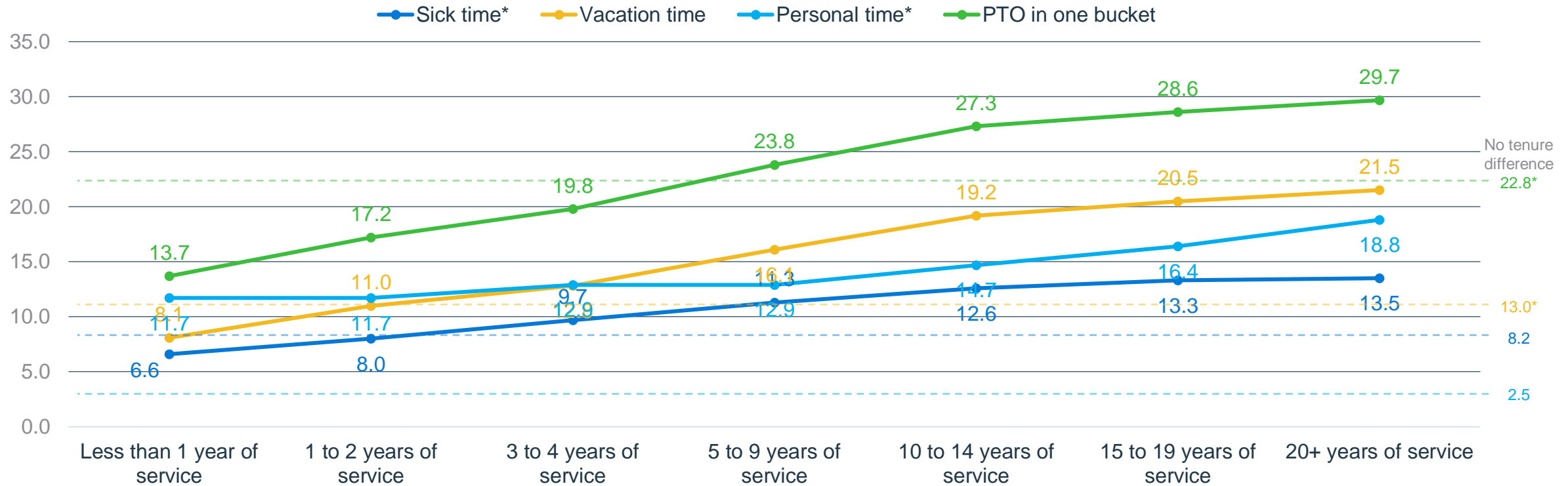
Yes, offers different time for Exempt vs. Non-Exempt

Only in six offer different varieties of PTO for exempt vs. non-exempt employees.

On average, PTO increases with tenure



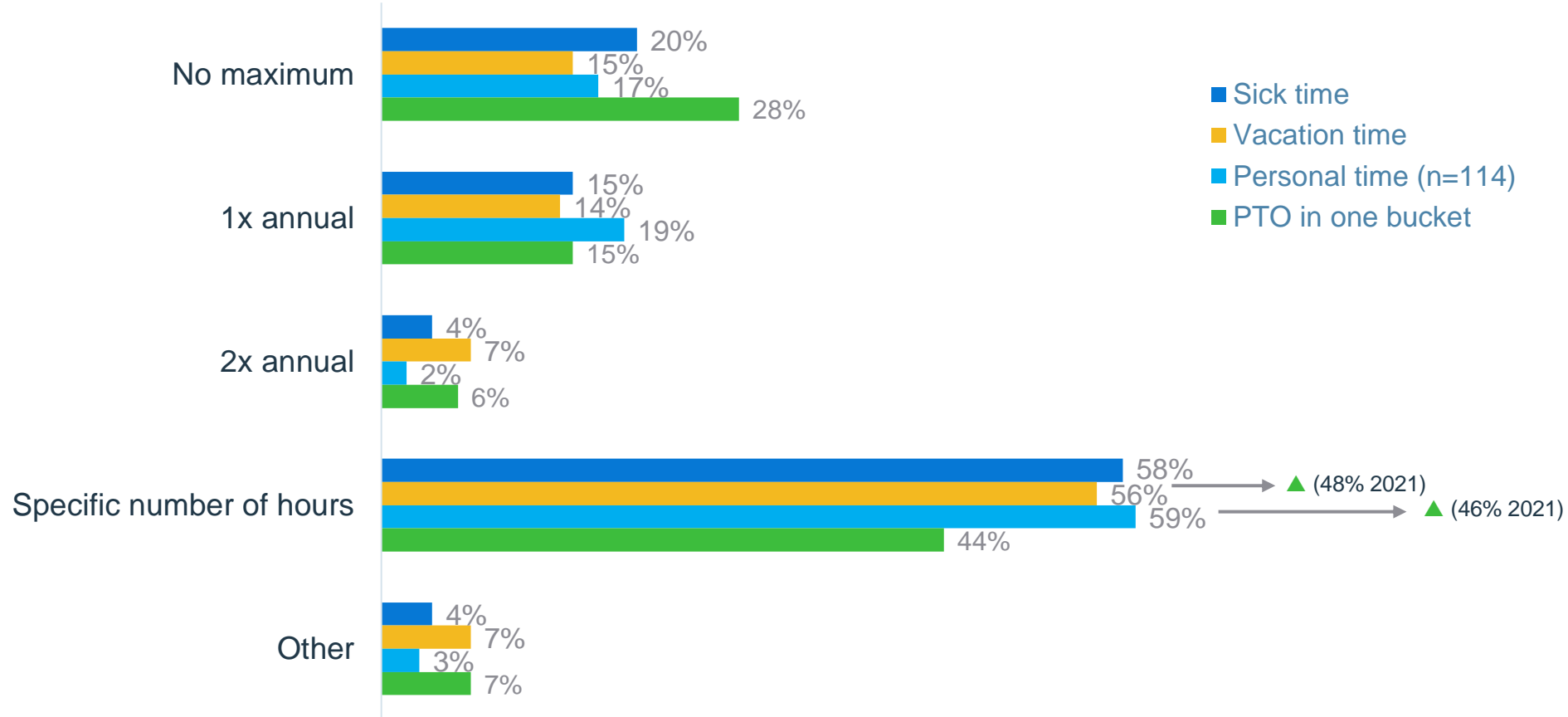
Average (mean) Number of Days Provided: All Employees



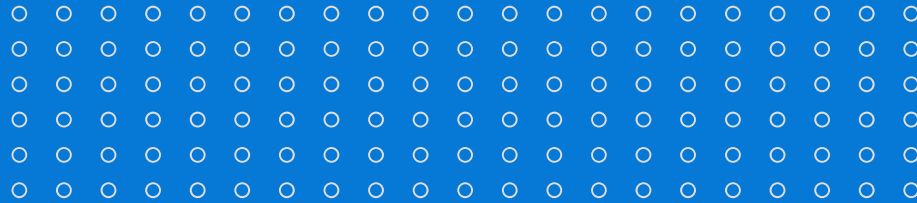
Around six in ten companies have a specific number of hours employees can accrue at any given time



Maximum Time Allowed

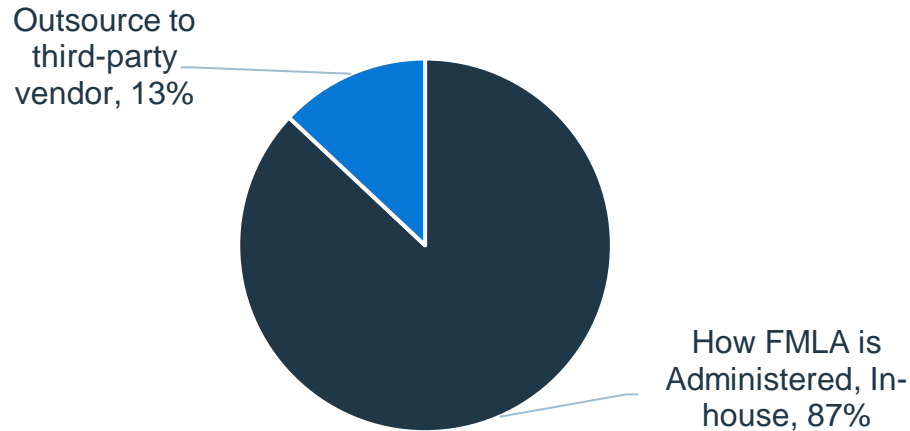


Regulatory Leaves

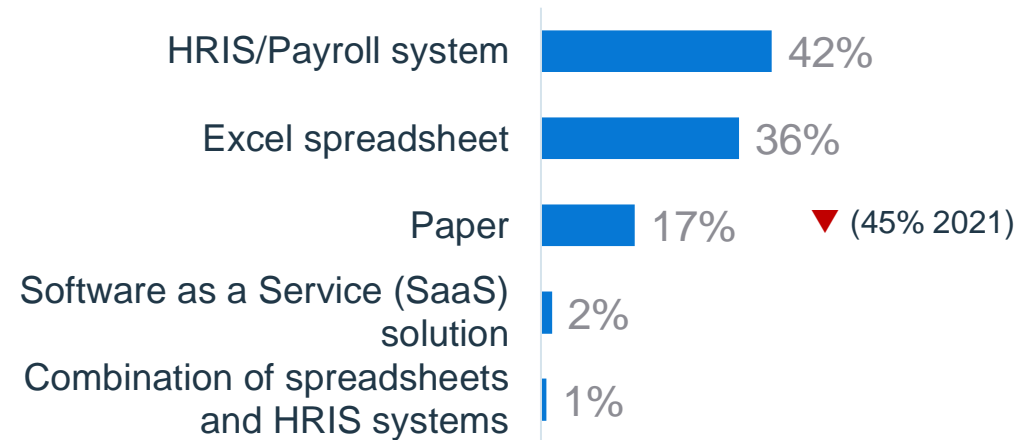


Nearly nine in ten employers administer FMLA in house

How FMLA is Administered *If eligible for FMLA*



In House FMLA Tracking *If FMLA administered in house*



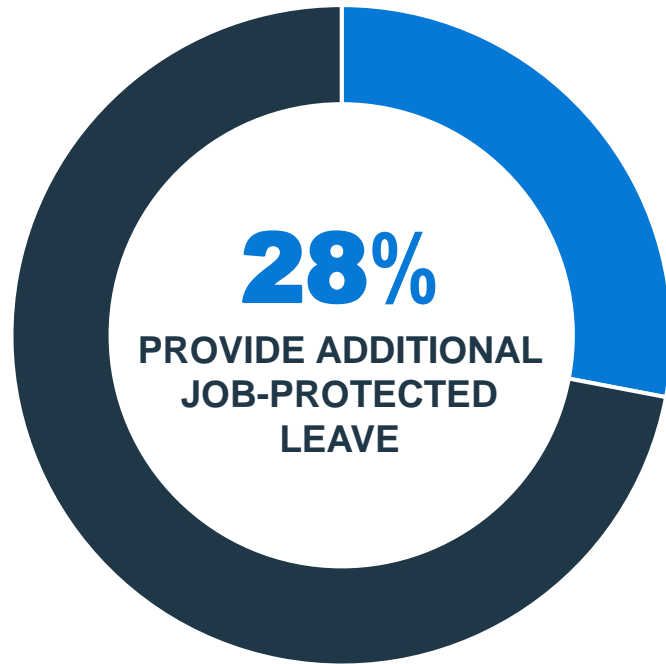
Reasons to Outsource FMLA



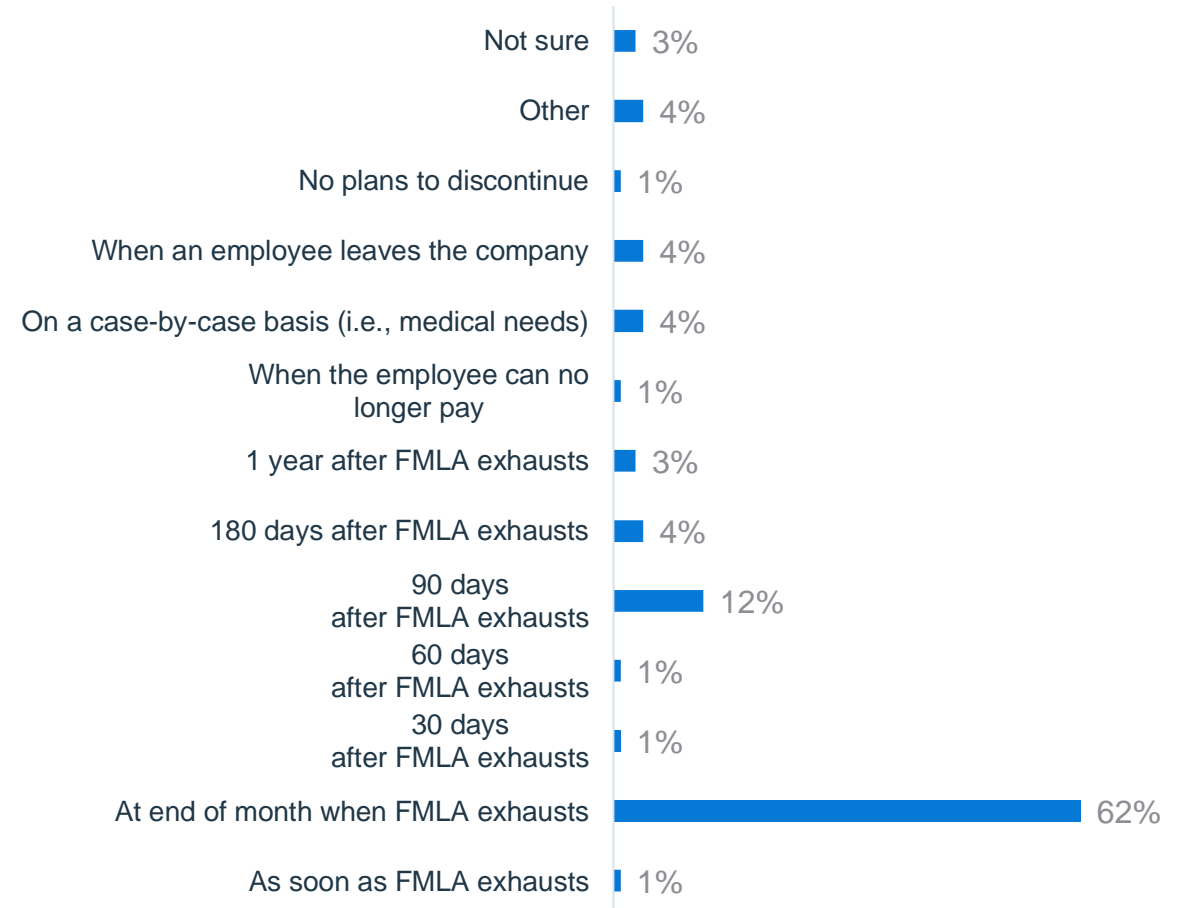
Job Protection and Health Insurance



Over a quarter offer additional job-protection once FMLA ends.



Six in ten discontinue their group benefits at the end of the month when FMLA exhausts.

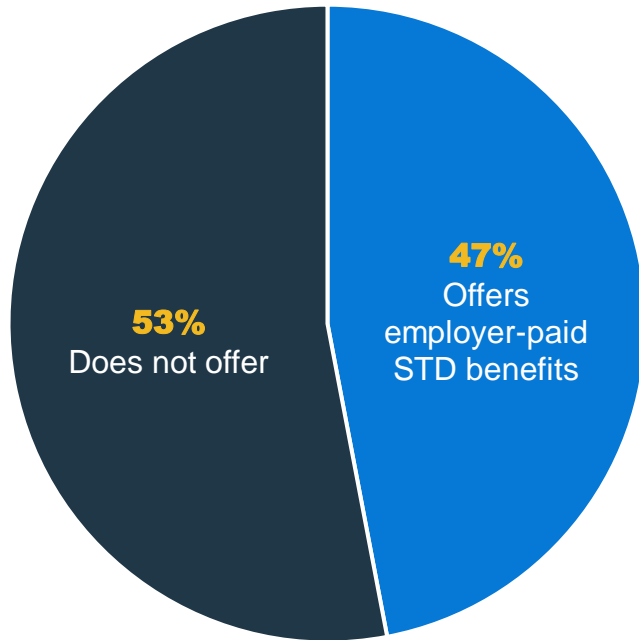


In states with PFML requirements, almost half offer employer-paid STD benefits and one in six have established a private plan



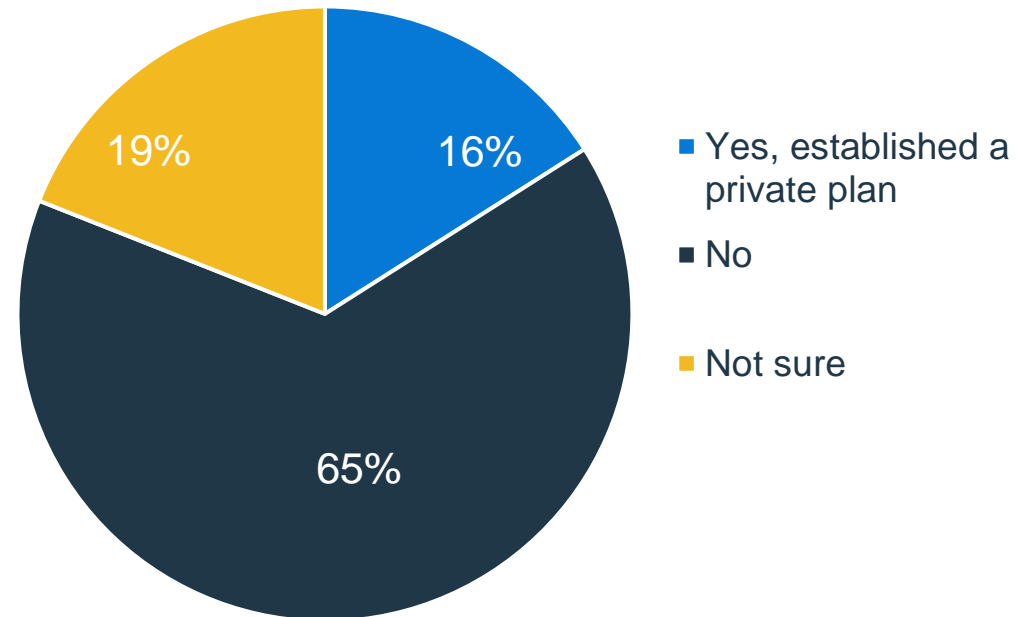
Fewer are against eliminating STD benefits than in 2021.

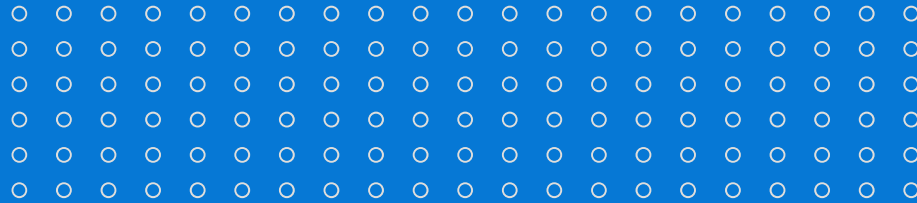
Offers Employer-Paid STD Benefits to Employees in PFML States



Establishing a Private Plan with an Insurance Carrier for Applicable PFML Requirements

If in states with PFML requirements



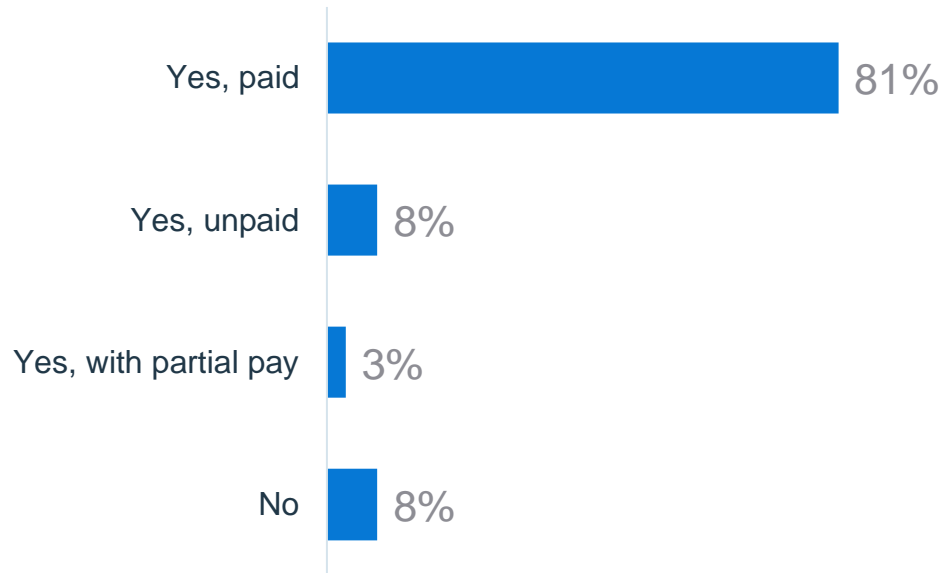


Bereavement

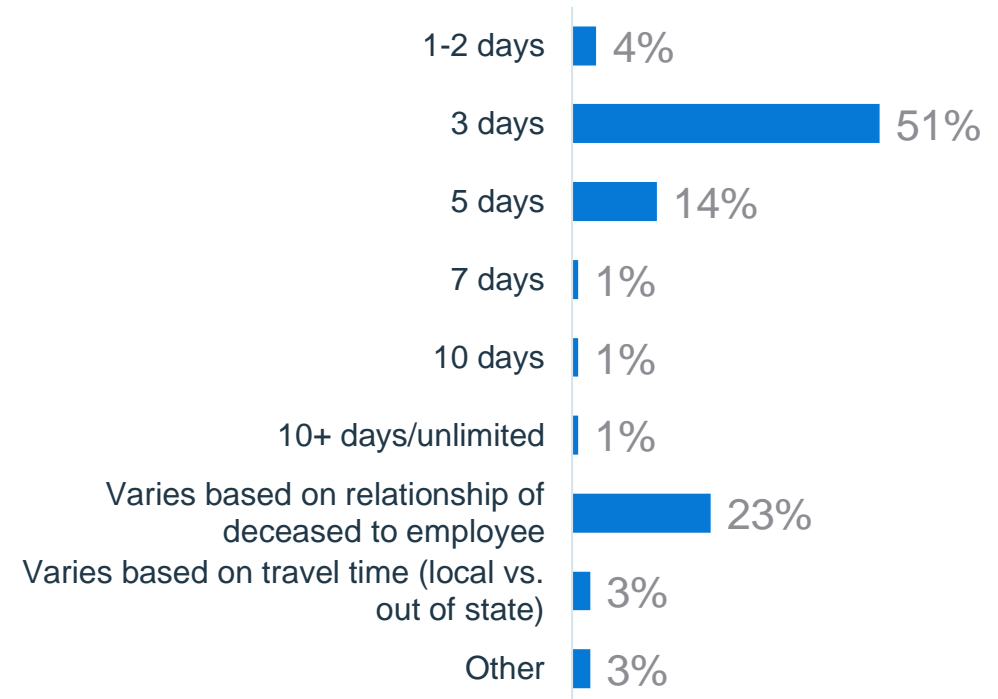


Most companies offer 3 days of bereavement leave

Offer Bereavement Leave



Length of Bereavement Leave Offered



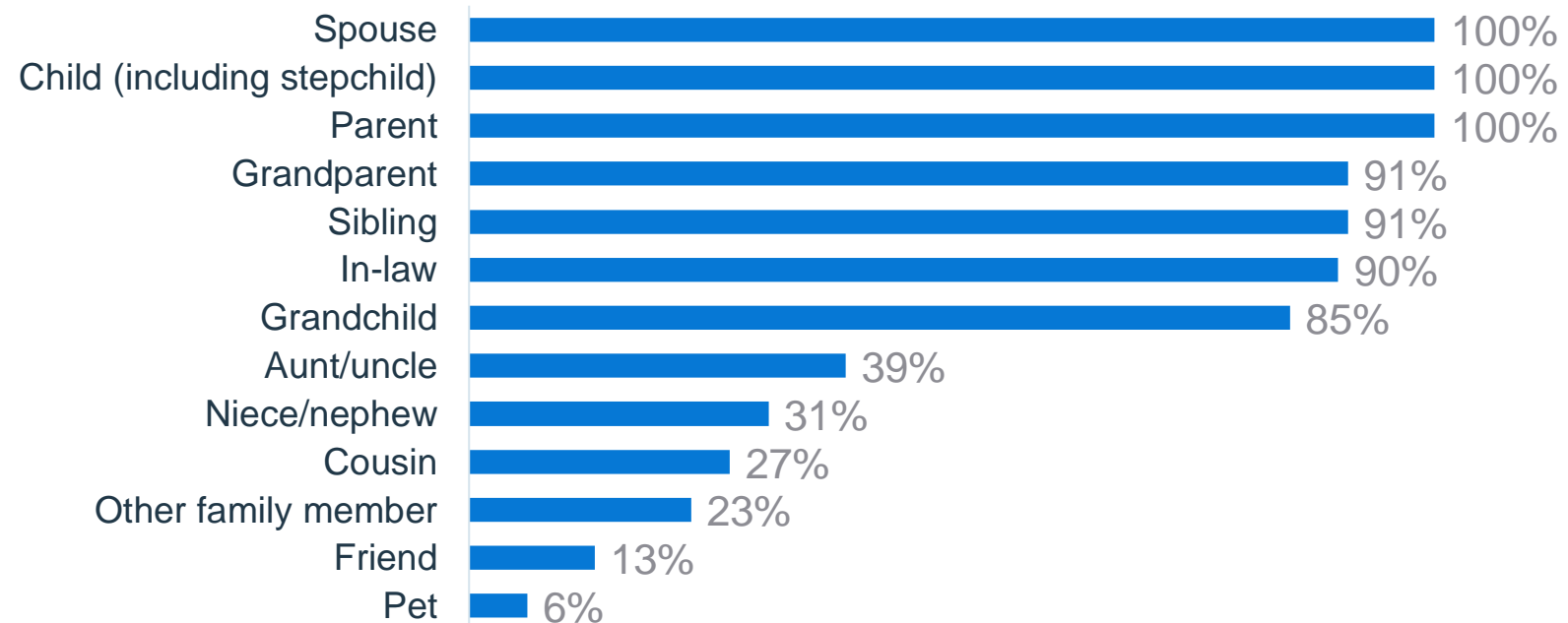
All offer bereavement leave for spouses, children, and parents

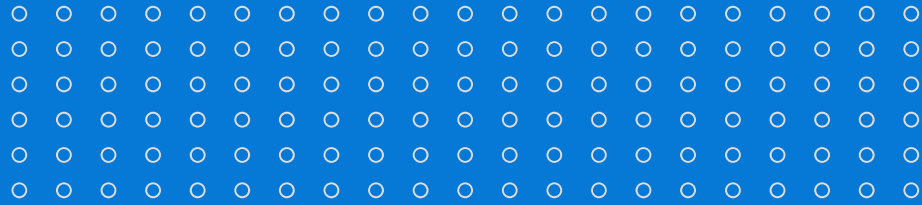


9 in 10 offer bereavement for grandparents, siblings, and in-laws.

Family Members Included in Bereavement Leave

If offer bereavement leave





Key Takeaways



Five steps employers can take to keep pace with trends



**Align policy
with goals.**

**Benchmark
other
organizations.**

**Remove the
confusion.**

**Leverage data
and analytics.**

**Be mindful
of precedent.**



Audience Questions

Thank you.

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