



WHO CAN TAKE LEAVE ... AND HOW DO EMPLOYERS MANAGE THEM?

IBI LEAVE MANAGEMENT BENCHMARKING SERIES

March, 2018

Since the end of the Great Recession and the return of several economic indicators to prerecession levels, many employers have been reviewing and updating their employee leave policies—often taking cues from their peers and competitors.

To give senior leaders, human resource (HR) executives, and benefits professionals a starting point for considering how to craft policies that best address their specific business goals and workforce needs, the Integrated Benefits Institute (IBI) created its Leave Management Benchmarking series. As a start, **IBI surveyed more than 900 organizations** about their formal leave policies, including the following:

- Maternity leave
- Parental leave for non-birth mothers
- Family leave
- Elder care leave
- Sick days
- Short-term disability (STD)
- Long-term disability (LTD)
- Bereavement leave
- Career development leave

Survey topics included the availability of formal policies that go beyond any applicable federal, state and local laws, who is eligible for benefits, for how long, and how much they get paid while on leave. To date, reports are available for six type of leave: maternity, parental, STD, LTD, family, and sick day leave policies.

The summary findings presented here address three main questions:

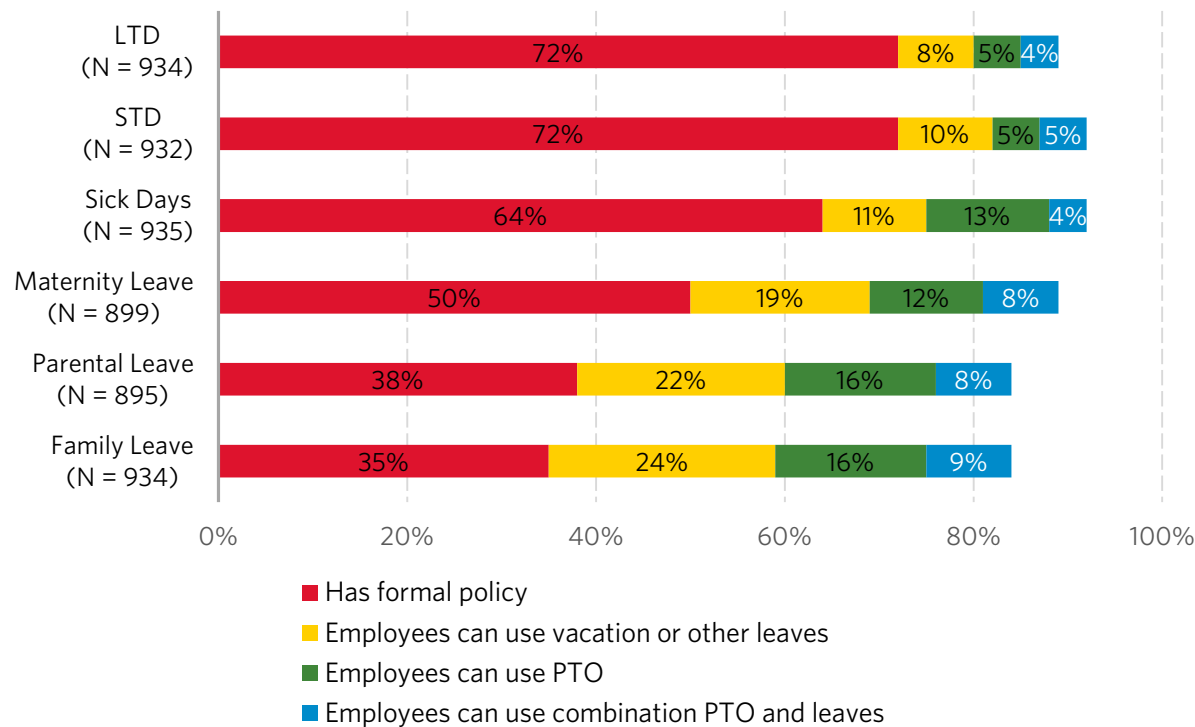
1. How many employers have formal leave policies?
2. How many employers make leave benefits available to all employees?
3. How many employers outsource management and tracking of their leaves?

Full survey results are available to IBI supplier members at <https://www.ibiweb.org/category/surveys/>. Employers can request a leave management benchmark report by taking [a 5-minute survey](#) about their leave policies.

A Majority of Employers Offered Sick Day and Disability Leaves

MATERNITY, PARENTAL, AND FAMILY LEAVES LAG BEHIND

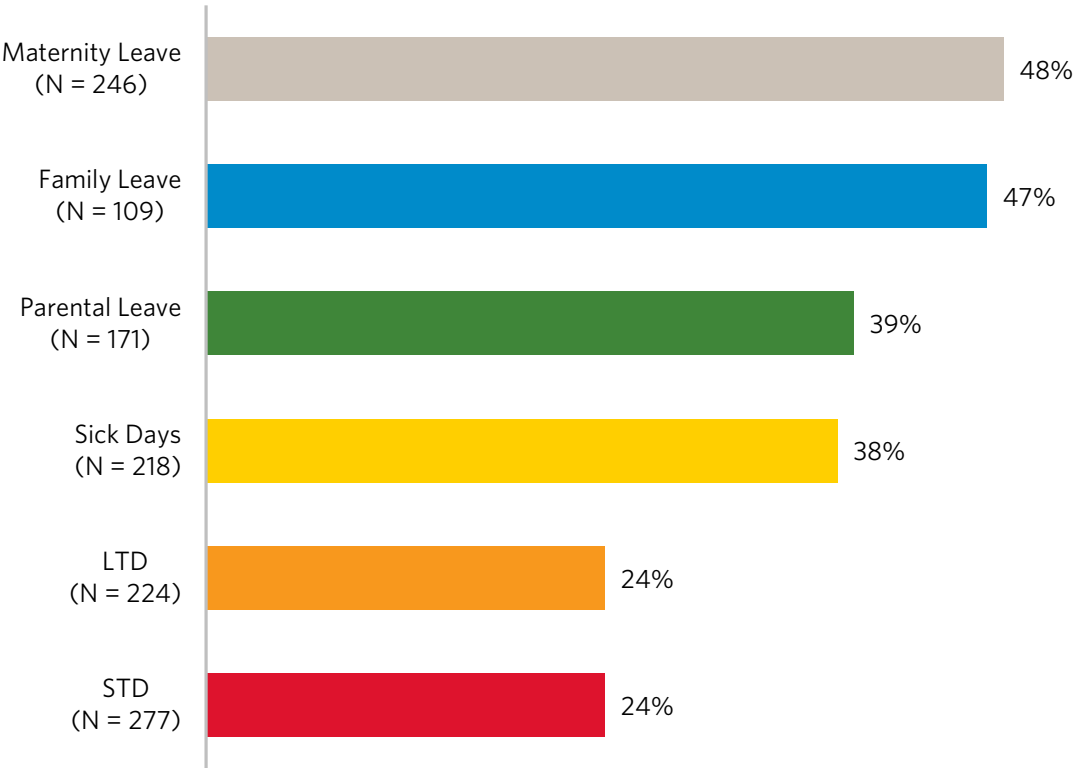
Figure 1: Leave policies by leave type (% of employers)



Most Employers That Offer Leaves Do Not Make Them Available To All Employees

UNIVERSAL ELIGIBILITY IS MOST COMMON FOR MATERNITY AND FAMILY LEAVE

Figure 2: Universal eligibility by leave type (% of employers)

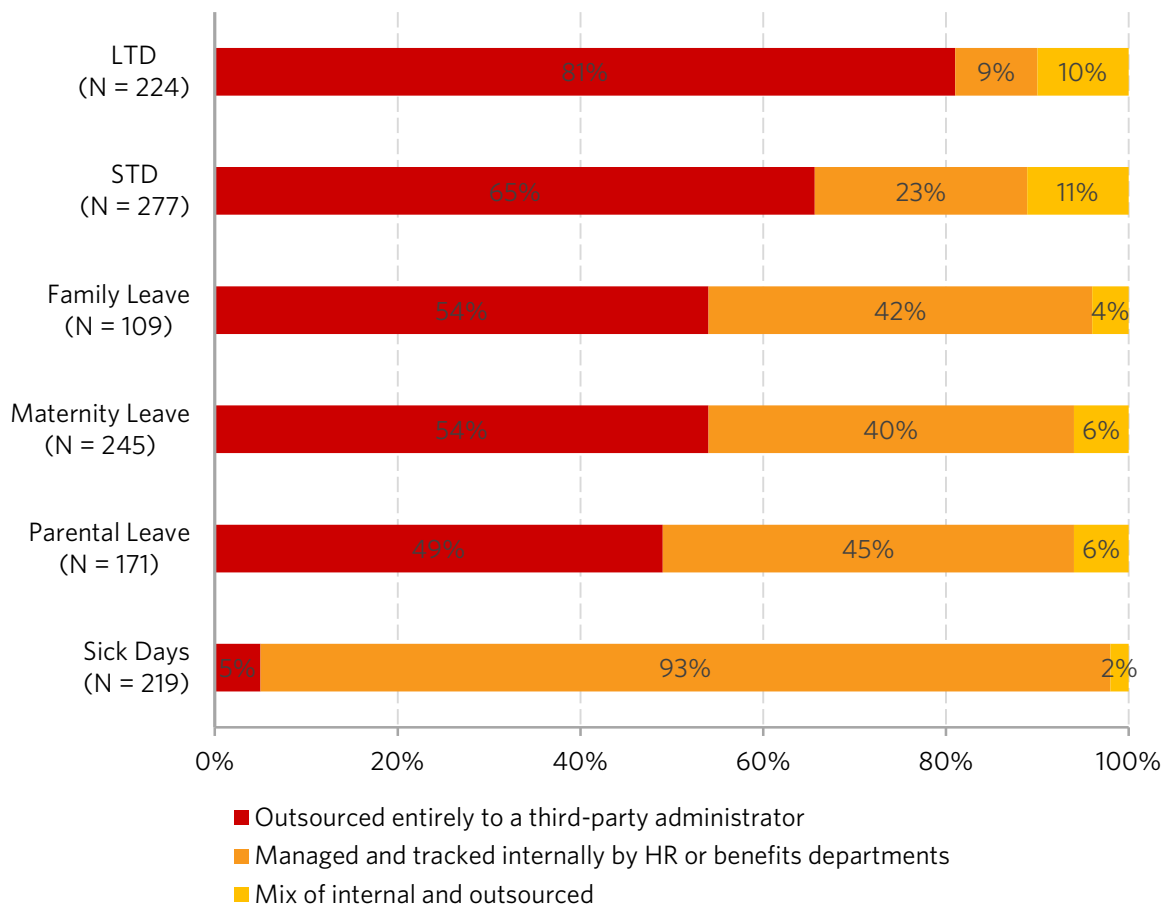


Note: Includes only employers that provided information about their formal leave policies.

Very Few Employers Outsource Sick Day Management

AT LEAST HALF OF EMPLOYERS OUTSOURCE MANAGEMENT OF OTHER TYPES OF LEAVE

Figure 3: Method of managing and tracking leaves by leave type (% of employers)



Note: Includes only employers that provided information about their formal leave policies.

IBI Continues to Benchmark Employers' Leave Policies—With Your Help

Employers are most interested in leave policies offered by peers in their industry and region. The full leave reports include some industry and state breakdowns. More complete reporting requires information from large numbers of employers.

IBI will update its industry- and state-level benchmarks when 30 additional responses are recorded. Employers can contribute to this effort and request a leave management benchmark report by taking a 5-minute survey about their leave policies.

* Go to [IBI's Leave Management Policy Survey](#) page to participate.

Acknowledgments

PARTNER ORGANIZATIONS

Employers are recruited for the survey from IBI member organizations, as well as from the membership lists and client bases of partner organizations. As of the publication date of the current report, partner organizations that have invited members and clients to take surveys include the following:

- The Alliance
- Aon Hewitt
- Broadspire
- ClaimVantage
- Employers Health
- Employers Health Coalition
- Employers Healthcare Coalition
- Florida Health Care Coalition
- Greater Philadelphia Business Coalition on Health
- HC21
- Houston Business Coalition on Health
- Liberty Mutual Insurance
- Memphis Business Group on Health
- Midwest Business Group on Health
- Mississippi Business Group on Health
- Nevada Business Group on Health
- Northeastern Oklahoma Business Coalition on Health
- Pacific Business Group on Health
- Pittsburgh Business Group on Health
- The Reed Group
- Rhode Island Business Group on Health
- Sedgwick Claims Management Services, Inc.
- St. Louis Area Business Health Coalition
- Standard Insurance
- Sun Life Financial
- Unum Group
- Washington Health Alliance
- Willis Towers Watson
- WorkPartners
- Wyoming Business Coalition on Health

Special thanks are due to the National Alliance of Healthcare Purchaser Coalitions for helping coordinate the distribution of the survey through several employer coalitions.

IBI's Leave Management Benchmarking series originated from the Leave Management Issue Group, part of IBI's Research Committee. IBI gratefully acknowledges representatives from the following organizations for providing expert guidance during the development of the Leave Policy Benchmarking Survey.

Leave Management Issue Group members:

- Angie Brown, ClaimVantage
- Ed Crouch, MD, Liberty Mutual Insurance
- Marc Cunningham, Broadspire
- Susan Fabry, Sun Life Financial
- Michelle Jackson, Unum Group
- Annie Jantz, Lincoln Financial Group
- Gene Lanzoni, The Guardian Life Insurance Company of America
- David Setzkorn, Standard Insurance

Terri Rhodes, President of the Disability Management Employer Coalition, also provided valuable guidance on the development of the survey.

IBI RESEARCH COMMITTEE MEMBERS

- AbbVie
- ACIUS Group, LP
- Amgen
- Anthem
- Aon Hewitt
- Broadspire
- CareWorks Absence Management
- Cigna
- ClaimVantage
- The Guardian Life Insurance Company of America
- The Hartford
- Liberty Mutual Insurance
- Lincoln Financial Group
- Lockton Companies
- Mercer
- Merck & Co.
- Morneau Shepell
- Novo Nordisk
- Pfizer
- Prudential Financial
- The Reed Group
- Reliance Standard/Matrix Absence Management
- Sanofi
- Sedgwick Claims Management Services
- Standard Insurance
- Sun Life Financial
- Teladoc
- Trion-MMA
- UnitedHealthcare
- Unum Group
- WorkPartners
- Willis Towers Watson
- Zurich Insurance Group