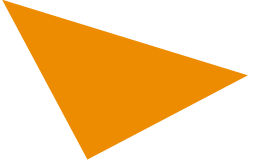
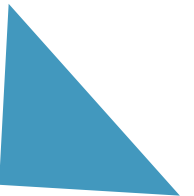
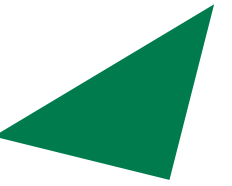
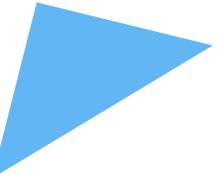


2025 WORKPLACE
BENEFITS CONFERENCE

Pathways to Growth

The Evolving Disability and Absence Management Landscape

Agenda

-  Introductions
-  Employer Administration of Leave
-  Employee Education and Positive Employee Experience
-  Key Insights when Administering Statutory and Company Sponsored Leave Plans



Anthony R. Favry

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Rich Fuerstenberg

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*Sr. Director of Client Experience
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TELUS Health



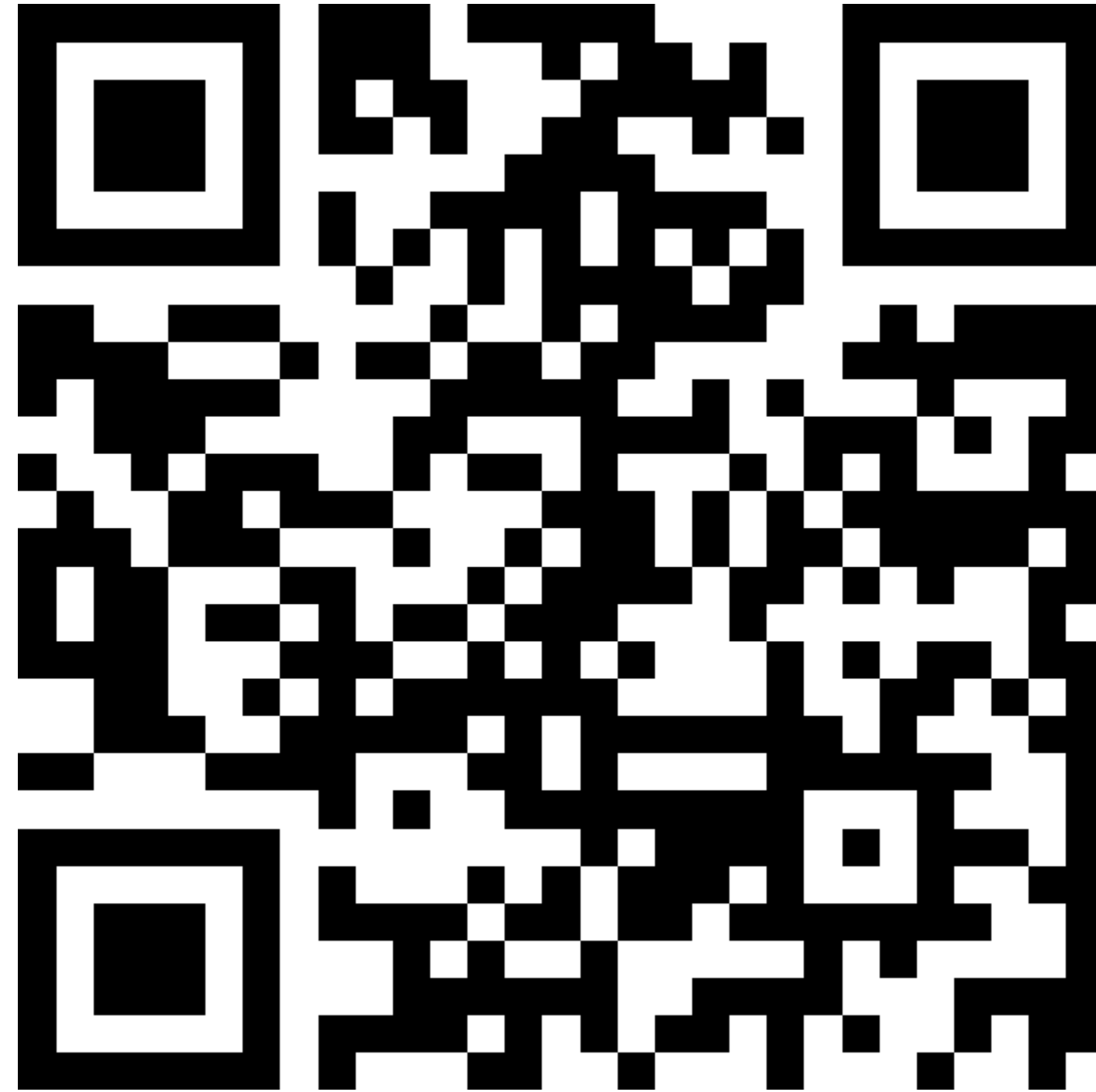
Christy Traupe

SVP, Claims and Absence

FINEOS

Polling Questions

Scan QR Code





Which state was the first to pass a State Disability Insurance program?



How many states have passed PFL leave laws?

Employer Administration of Leave

Study: Society for Human Resource Management (SHRM)

62%

of organizations report that leave management is a top priority for their HR teams due to its direct impact on productivity and employee satisfaction



Absence and Disability Management Survey: 2024 Highlights

About the Survey

- The survey was fielded in the 1st quarter of 2024
- 630 US employers participated

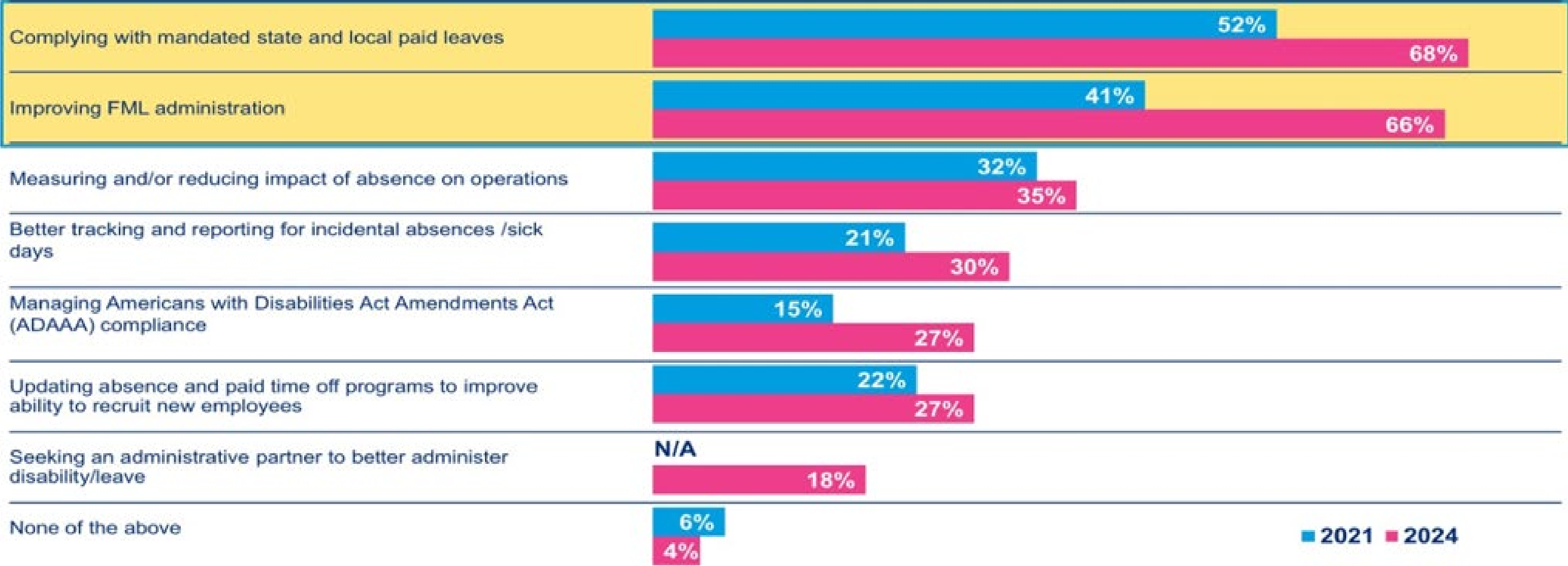
Employer Size	% of Respondents
Under 100 employees	5%
100 – 999 employees	32%
1,000 – 4,999 employees	39%
5,000 – 9,999 employees	9%
10,000 or more employees	15%



Source: 2024 Mercer Absence and Disability Management Survey

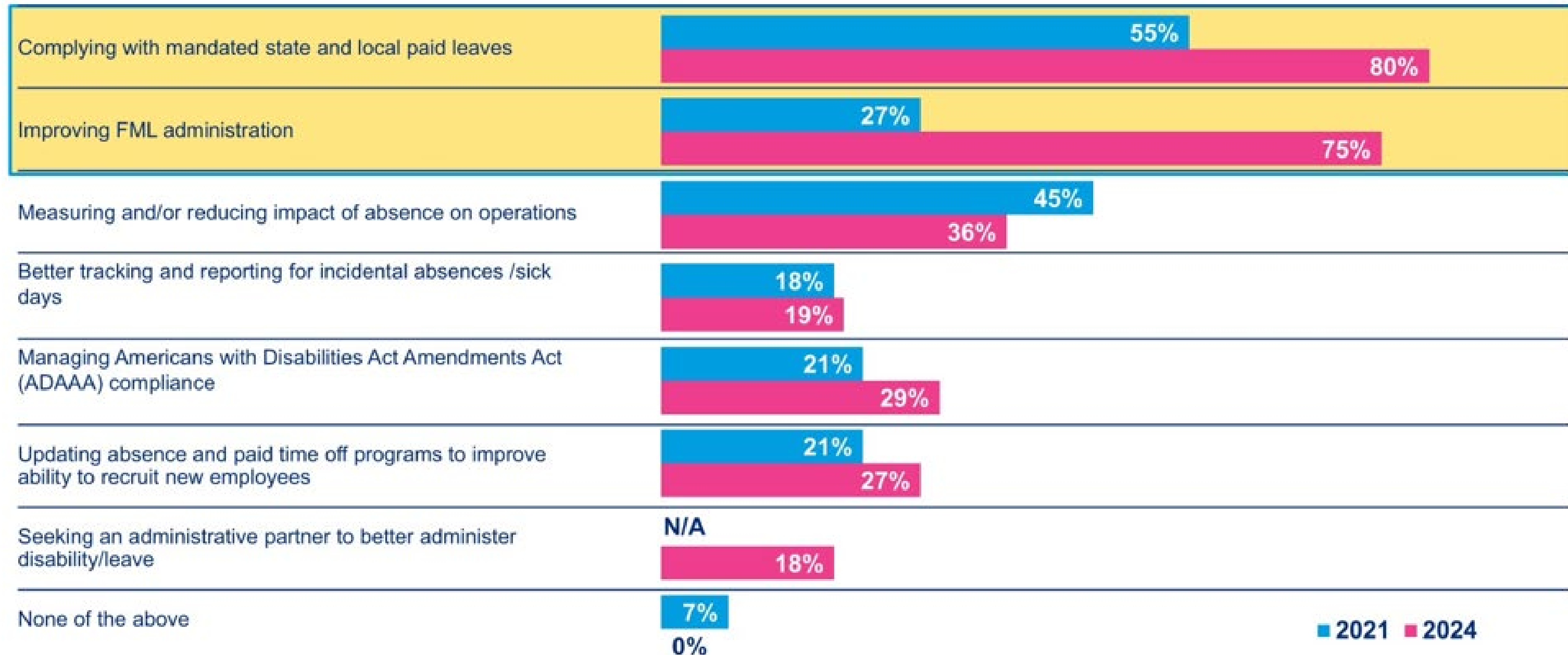
All Employers — Top Priorities For Their Absence Programs

Respondents Selected Up To Three Priorities



Employers With 10,000+ Employees — Top Priorities For Their Absence Programs

Respondents selected up to three priorities



Growth in FMLA Administration Outsourcing Has Levelled Off Since 2021*

	2007	2010	2013	2015	2018	2021	2024
All respondents	14%	25%	38%	40%	44%	56%	57%
100 – 999 employees	5%	13%	13%	19%	26%	36%	42%
1,000 – 4,999 employees	11%	29%	37%	48%	49%	66%	68%
5,000 or more employees	25%	37%	57%	60%	63%	72%	68%

*Beginning in 2015, co-sourcing was included as an option and results for both co-sourcing and outsourcing are included in the overall outsourcing figures

Employee Education and Positive Employee Experience

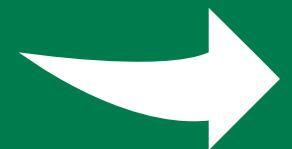
Study: Employee Benefit Research Institute (EBRI)

79%

of employees who fully understand their leave benefits, including the time available and policies, report higher levels of job satisfaction and are...

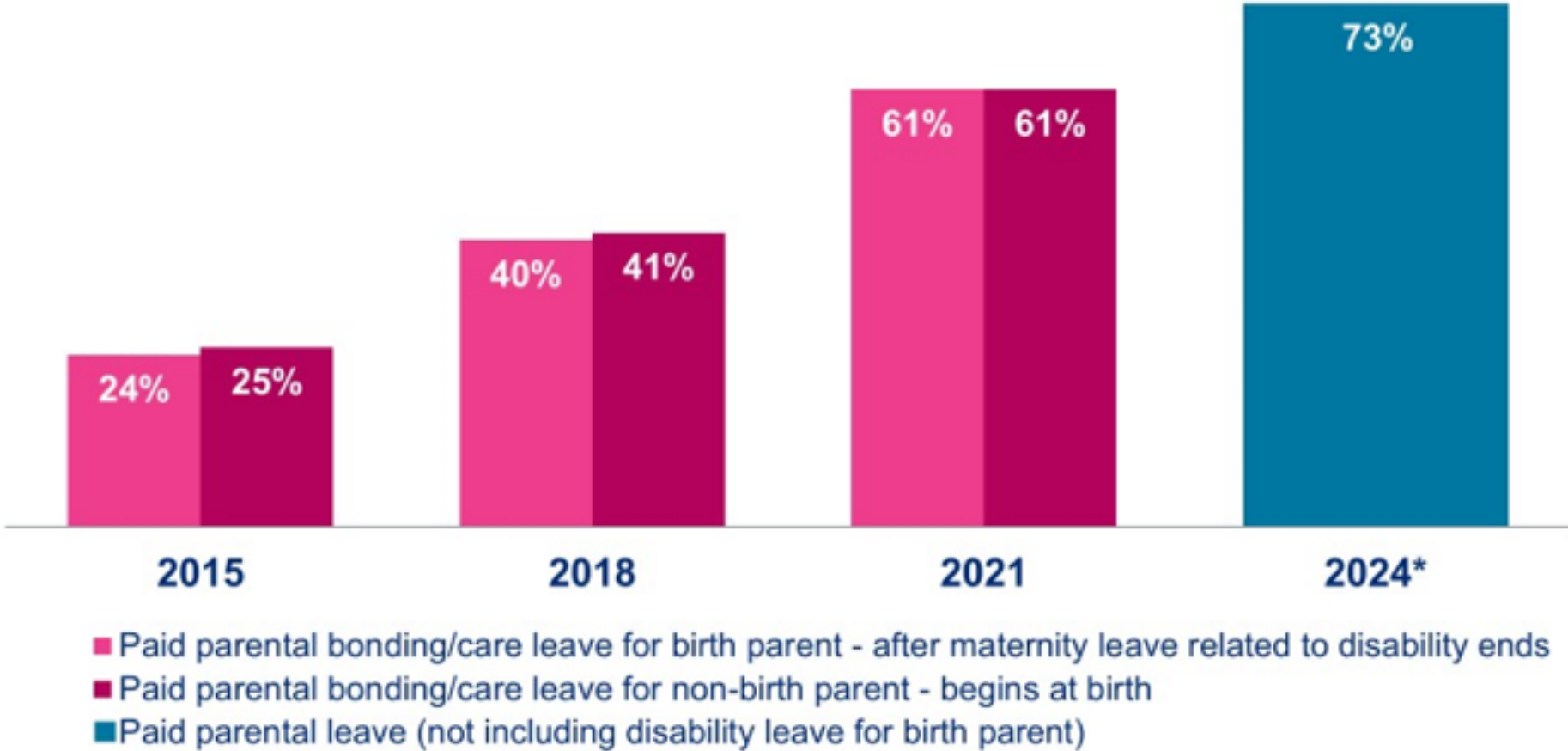
40%

more likely to stay with their current employer



This highlights the direct link between clear guidance on leave and both employee happiness and retention.

Paid Parental Leave Now Offered by the Majority of Employers



Median # weeks paid leave	2015	2018	2021	2024
For birth parent (begins when disability ends)	6	6	6	6
For non-birth parent (begins at birth)	4	4	5	

*The 2024 survey did not collect separate data for birth parent and non-birth parent

Bonding With A New Baby Is Not The Only Life Event Warranting Its Own Paid Leave Policy

	Paid Leave Offered		Median time limit
	2021	2024	
Parental leave (not incl. disability leave for birth parent)	61%	73% 	6 weeks
Adoption leave	55%	67% 	6 weeks
Foster leave	38%	43% 	6 weeks
Surrogacy leave	N/A	33%	7 weeks
Leave to care for a sick family member	26%	29% 	6 weeks
Bereavement (for family member)	91%	95% 	5 days
Bereavement (extended family member, friend)	N/A	54%	3 days
Bereavement (miscarriage)	N/A	58%	5 days
Bereavement (pregnancy loss, still birth)	N/A	62%	5 days
Sabbaticals	6%	5% 	4 weeks
Jury Duty	68%	73% 	10 days
Military Leave	50%	42% 	12 weeks

For all types of paid leave, employers rarely cover less than 100% of salary

Source: 2024 Mercer Absence and Disability Management Survey

Statutory Leaves and Company Leaves Continue to Grow

Statutory Leaves and Company Leaves Continue to Grow

Study: National Business Group on Health (2023)

82%

of employers have adapted or expanded their leave offerings in response to the changing workforce needs, including remote work, caregiving, and mental health support

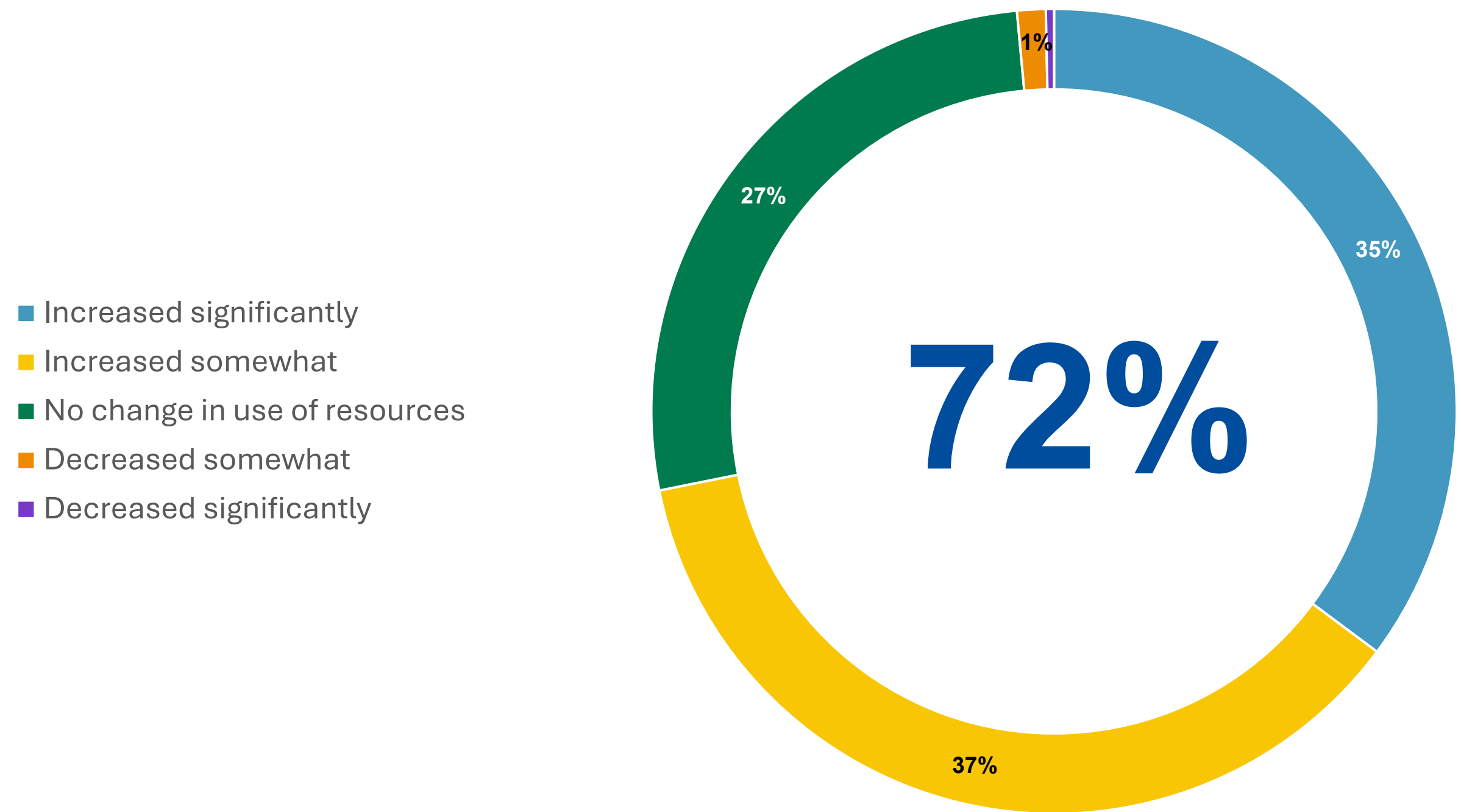
15%

higher employee retention rate is linked to these evolving leave plans



Compared to companies that do not adjust their leave policies to match these shifts

Nearly 3 in 4 employers have increased the use of resources to ensure compliance with state and local paid leave mandates over the past five years



Source: 2024 Mercer Absence and Disability Management Survey

Trends in the Market

We Want to Hear From You. Leave a Rating & Review.



Module Option

2025 Workplace Benefits Co...

Event Feed

Agenda

Community Engagement

Conference Resources

Speakers

Attendees

Exhibitors

Sponsors

Ratings & Reviews

Leaderboard

Agenda Option

Detail

General Session - Workplace Benefits Industry Overview

April-23-2025 02:00 PM-02:30 PM

★★★★★ (no ratings yet)

Sean O' Donnell, LLIF

Location

Session Chat

Add To Calendar



Thank You



Navigate With Confidence