

Why do employers need help managing FMLA leaves?

The Family Medical Leave Act (FMLA) applies to most companies with 50 or more employees in a 75-mile radius. Although highly valued by employees, the FMLA has its challenges for employers. Consider these.

ABSENCES ARE COSTLY



9% of payroll

The average total cost of incidental and extended absences is up to nearly 9% of payroll.¹

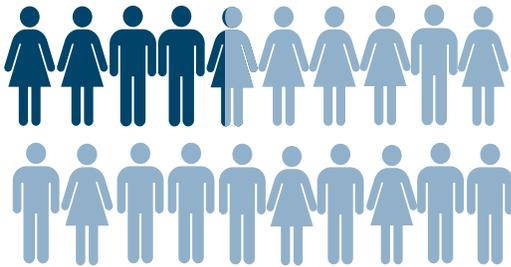
MISMANAGEMENT OF ABSENCES IS COSTLY TOO



Over \$500,000

In a recent FMLA case, judgment for the plaintiff (employee) totaled \$536,000 plus the plaintiff's attorneys' fees and costs.²

THE RISKS ARE REAL¹



21% of complaints, grievances or lawsuits brought against employers were indicated as sometimes a result of incorrect or insufficient tracking of FMLA leave time, or penalizing an employee for an absence that was protected under FMLA regulations.

DIFFICULTIES ARE COMMON³



More than half of employers also had challenges around applying ADA/ADAAA,* transferring employees to alternate positions and obtaining second and third medical opinions.

An integrated absence management program can help alleviate the risk and burden of the FMLA, while managing state and company leaves of absences too. **The result: increased productivity and an improved bottom line.**



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¹ Mercer's *The Total Financial Impact of Employee Absences Survey*, June 2010; ² *Bissonette v. Highland Park Market, Inc.*, WestLaw 815872 (2014)

³ The Guardian Absence Management Activity IndexSM and Study, 2015

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