

## How much does FMLA compliance cost?



49%

of employees don't know their organizations' absence-related costs

And those who claimed to know their organizations' costs often underestimated them.

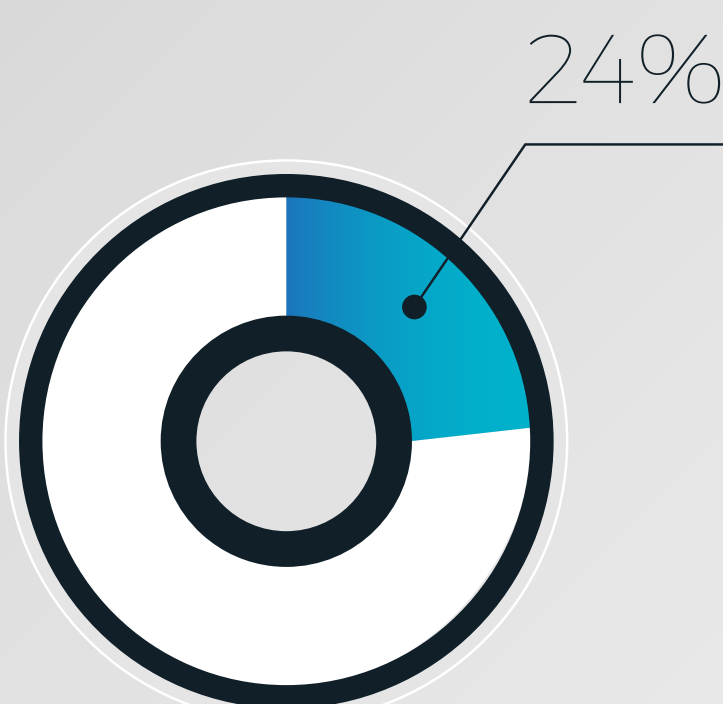


Compliance with FMLA costs employers more than

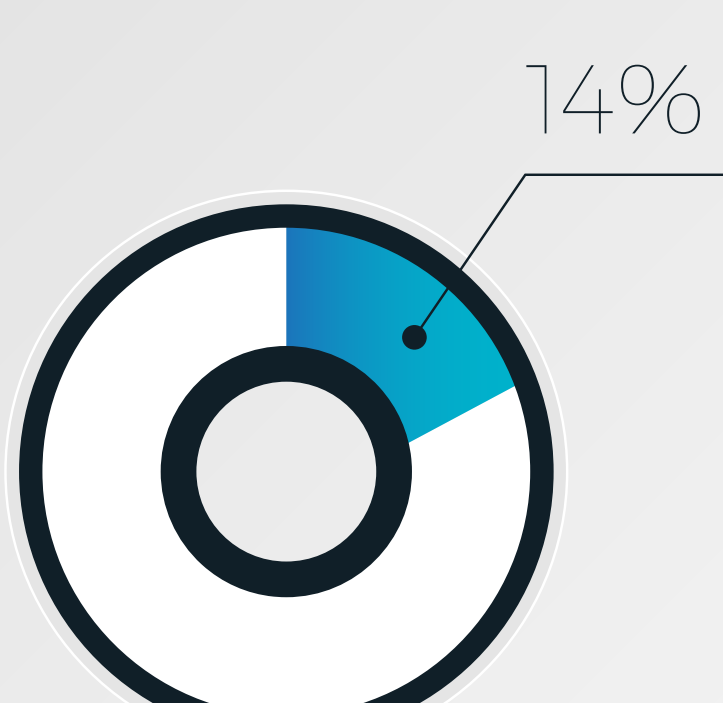
\$21 billion

In lost productivity, continued health benefits, and labor replacement.

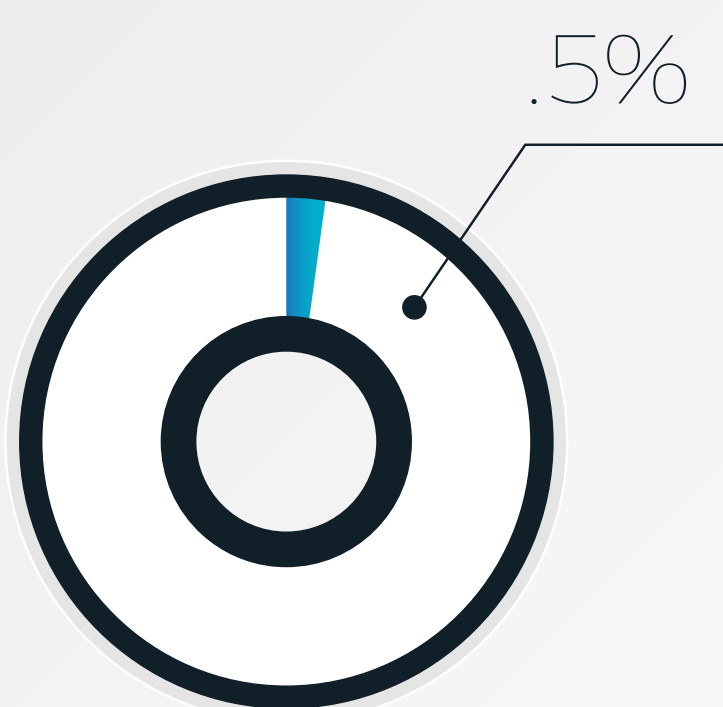
## Time requested among full time employees'



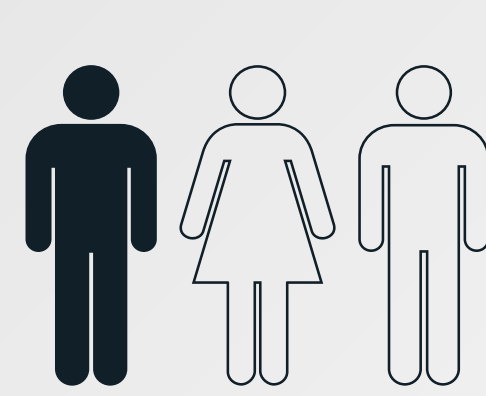
Requested FMLA leave over 5-year period



Requested STD



Requested LTD



1 in 3

employees are on FMLA leave at any given time in some industries

## FMLA results in stress and lost productivity



21%

claim work doesn't get done which can result in lost productivity



47%

of employers cover unplanned absences using overtime or extra shifts

## Can better management reduce your costs?

Typical Cost of Employee Absence  
in a company of 500 employees, with 24% requesting fmla in 5-year period

120 x \$960

Employees requested FMLA

per Employee

equals

\$115,200

Typical cost over 5 year period



Employers are spending an average of 2.5 hours managing each FMLA case

Employers believe they've granted unfounded time off

52%  
of all U.S.



63%  
with more than 500 employees



Companies that manually self-administer FMLA have higher rates of abuse, which correlates with higher approval rates, higher intermittent leave times, and more total hours in FMLA absences.

Average verdict for FMLA cases related to wrongful termination is nearly

\$335,000

## Typical savings when managing FMLA

in a company of 500 employees using a tool like Absence Management Software



56.25

hours saved annually from administration



63.75

employee leaves of absence days avoided

equals

\$12,740.63

total savings

## Manage all Absences

in one place

Replace manual leave of absence spreadsheet tracking with a fully automated technology. ClaimVantage Absence Management Software guides your company through the compliance puzzle, step-by-step, including managing FMLA, State-specific regulations and ADA compliance.

find us on the



appexchange



## Our Sources

HRO today Absence Minded July/August 2012  
<http://www.hrotoday.com/content/6201/absence-minded>  
IBI Research, Early Warnings: Using FMLA to Understand and Manage Disability Absence, 02/2016  
<http://ibiweb.org/research-resources/detail/early-warnings-using-fmla-to-understand-and-manage-disability-absence>

CIPD Absence Management:  
Annual Survey Report 2016  
Claim Vantage savings calculator