

LEAVE AND ABSENCE CONSULTING

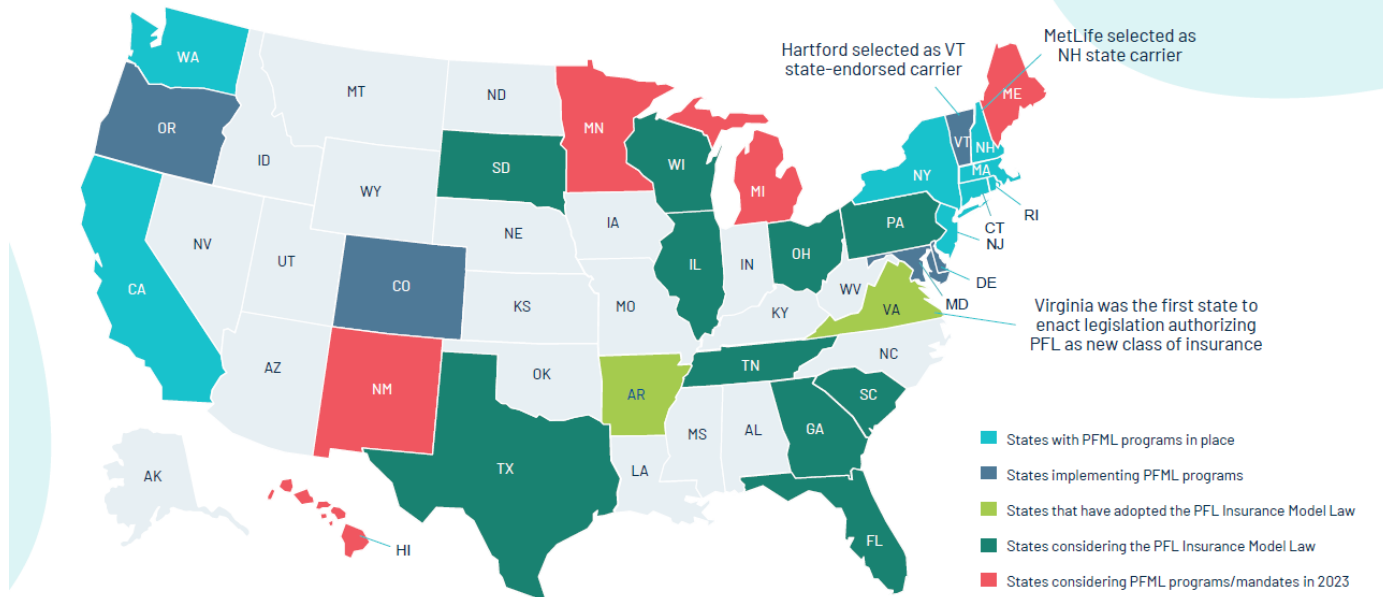
The Evolving Leave Landscape

- Approximately 15 states will require employers to provide paid family and medical leave by 2024
 - ❖ Several more have pending or proposed legislation
 - ❖ Typically much broader than FMLA
- Many other states also have paid sick leave, public health emergency leave, or other requirements covering a broad range of short-term absences

What's at stake?

Poorly drafted leave policies can create significant legal exposure for employers!

PAID FAMILY & MEDICAL LEAVE LEGISLATIVE LANDSCAPE



IMA'S ABSENCE CONSULTING SERVICES

STEP 1 – FACT FINDING

- + Discuss current practices, employee demographics, goals, etc.
- + Review existing leave policies, STD plans, and leave administration

STEP 2 – BENCHMARKING AND PLAN DESIGN

- + Provide recommendations on leave offerings, plan design, and carrier support options
- + Benchmarking based on company size/industry/locations
- + Key decision points
 - + PTO vs. separate vacation/sick leave
 - + Unlimited PTO
 - + Parental bonding leave
 - + Nationwide policy vs. separate policies by location
 - + In-house vs. third-party leave administration

STEP 3 – DRAFT LEAVE POLICIES

- + Review benefit plan eligibility language to ensure consistency with company leave policies

STEP 4 – FINAL REVIEW

- + Discuss plan for implementation
- + Develop employee communications and required notices