THE GROWING COMPLEXITY.

Leave Management has become incredibly complex and a huge administrative burden:

- Federal Family & Medical Leave Act (FMLA) continues to broaden
- State Leaves
- Numerous Employer-Specific Leaves

Some examples of states’ leave laws beyond FML:

- Victims of Domestic Violence
- Volunteer Firefighters
- School Activities
- Court Witness

State FML leave laws can differ from the Federal FMLA in these categories:

- Allowable absence types
- Leave duration
- Eligibility requirements
- Definition of family member

FMLA and state leaves may run concurrently (and often overlap), however, separate tracking for FMLA and state leave is required.

THE CASE FOR LEAVE AND STD INTEGRATION AND OUTSOURCING

If employers don’t integrate Leave and Short-term Disability (STD), it is very difficult to generate integrated reporting to help manage absence and track its overall impact.

If employers are not integrating these programs today, they are not likely managing absence appropriately:

- With mandated leaves potentially slipping through the cracks.
- Without managing Leaves and STD concurrently to help reduce absence and achieve greater process efficiency and a better employee/employer experience (single intake, combined service & handling model, combined letters, and using the STD medical to approve leaves so the employee only needs one medical certification).

The percent of companies outsourcing FMLA has more than doubled over the last two years¹:

- 31% of firms (over 500 lives) are outsourcing
- Another 15% are planning to do so.

The Average FMLA lawsuit is $335,000.²

Outsourcing Leave Management can help to:

- Remove administrative burden from internal resources
- Stay compliant with continually evolving legislation
- Ensure employees are treated consistently
- Streamline tracking and reporting
- Reduce the potential for abuse
- Enhance productivity and reduce absence related costs
- Provide an opportunity to integrate leave management with group disability

WHY OUTSOURCE TO THE HARTFORD

- In-house Leave Management administration since 2001
- Over 1.2M Leave lives covered
- We manage over 160 State Leave laws
- Single intake number to report a disability claim or request a leave of absence
- Most Leave events that The Hartford administers run concurrently with STD claims.
- We initiate return-to-work confirmation calls
- 24/7 online self-service for employers and employees
- Our Employer View web site allows for consolidated reporting, claim/leave event look-up, and program dashboards.
- We have a seamless Leave/STD process that can also connect with The Hartford’s Workers’ Compensation programs.

¹ Spring Consulting, 2012 Survey.
² EEOC and ComPsych Presentation, DMEC Compliance Conference, 2014.

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