

2021 DMEC COVID-RELATED LEAVE AND ACCOMMODATION CONSIDERATIONS PULSE SURVEY

ABOUT THE SURVEY

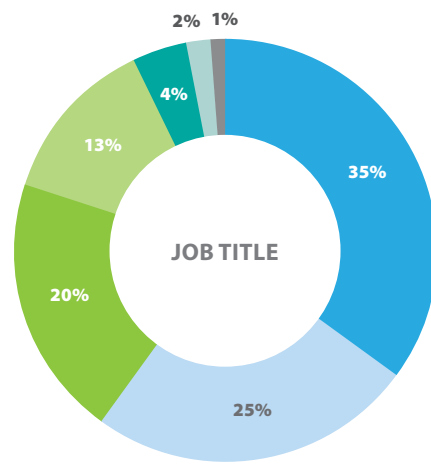
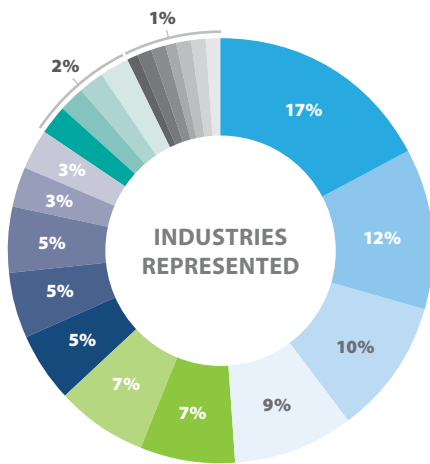
The COVID-19 pandemic has been an exercise in agility, empathy, and innovation for employers across the globe. As we examine the changes of the past year — including economic uncertainty, emergency legislation, business closures — and consider what is yet to come, it's undeniable that the leave management industry as a whole has experienced tremendous upheaval.

DMEC partnered with FINEOS to explore what the COVID-and-beyond absence and disability management landscape looks like. The pandemic has caused many organizations to reconsider their methods of operation to meet the changing needs of both employees and businesses alike. The questions in this survey explored current company-sponsored paid leave programs, statutory leave compliance, and accommodations. The results offer a glimpse into what employers are offering as we start to prepare for life beyond the coronavirus.



DEMOGRAPHICS

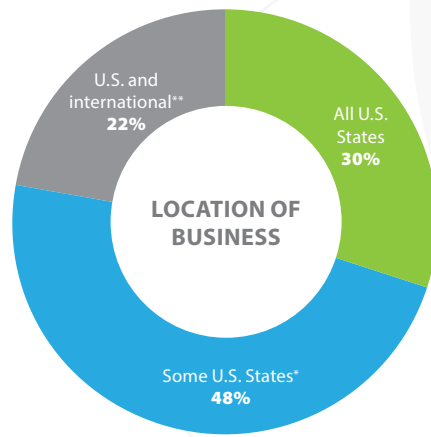
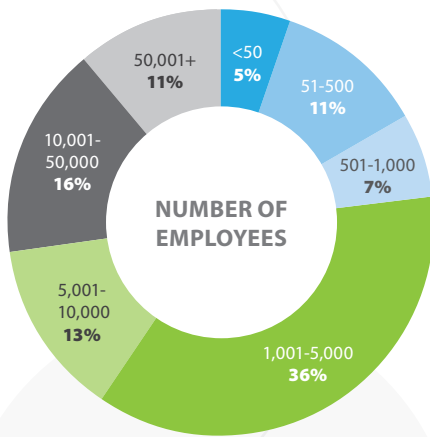
The pulse survey collected feedback from 263 professionals serving companies of various sizes, within an assortment of industries.



- Healthcare
- Insurance (Brokers/Consultants, TPAs)
- Education
- Government
- Manufacturing
- Finance
- Other
- Retail
- Technology
- Not For Profit
- Transportation
- Biotechnology
- Law
- Telecommunications
- Utilities
- Banking
- Consulting
- Energy
- Engineering
- Entertainment
- Agriculture
- Apparel

- Other Corporate Administrative Title*
- Department/Section Manager
- Senior Management/Director
- Coordinator/Group Leader
- Supervisor
- Vice President, Corporate VP, Executive VP, Senior VP
- CEO, COO, Chairman, President, Owner

*Others job titles include: Analyst, Specialist, Admin, Attorney, and Broker



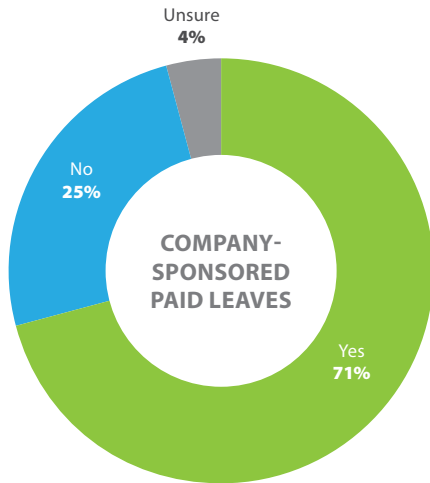
*States include: AL, AR, AZ, CA, CO, CT, DC, DE, GA, FL, HI, IA, ID, IL, IN, KS, KY, LA, MA, MD, MI, MN, MO, MS, MT, NC, NE, NJ, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, WA, WV, WY

**Other countries/international territories include: Australia, Belgium, Canada, China, Denmark, France, Germany, India, Ireland, Israel, Japan, Lebanon, Malaysia, Mexico, Poland, Saudi Arabia, Singapore, South America, Sweden, Taiwan, and United Kingdom

SURVEY RESULTS



Do you plan to offer company-sponsored paid leaves in the coming year?

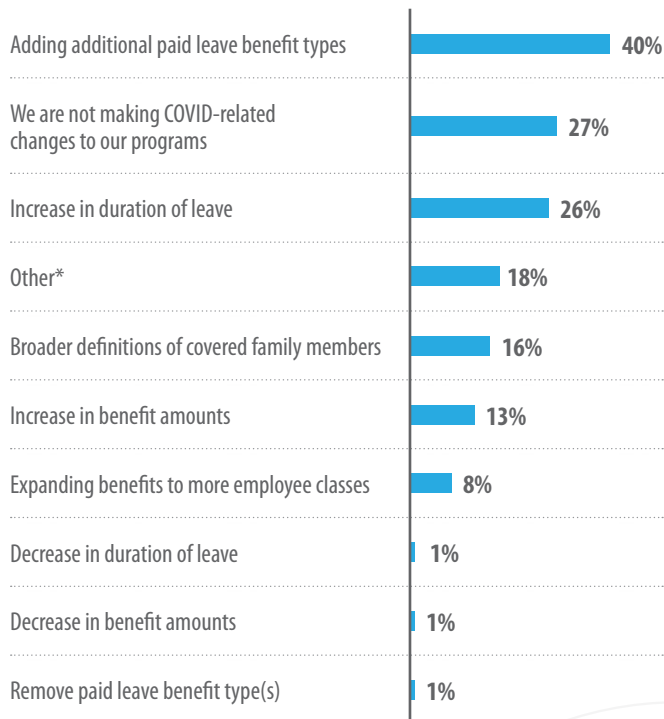


Which type(s) of company-sponsored paid leave does your company offer, or is your company considering offering? Please select a response for each leave type.

	TEMPORARILY OFFERING	PERMANENTLY OFFERING	CONSIDERING TEMPORARILY	CONSIDERING PERMANENTLY	NOT OFFERING OR CONSIDERING
Employee illness or disability leave (not short-term disability)	19%	51%	0%	2%	29%
Maternity leave (as separate leave and not a combined parental leave)	1%	47%	0%	3%	49%
Paternity leave (as separate leave and not a combined parental leave)	2%	37%	0%	7%	55%
Adoption leave (as separate leave and not a combined parental leave)	0%	36%	0%	4%	60%
Parental leave	1%	70%	0%	5%	25%
Education	0%	31%	1%	1%	67%
Sabbatical	1%	23%	1%	1%	75%
Family care	6%	46%	2%	3%	43%
Personal	3%	63%	1%	1%	32%
Pandemic/public health emergency	56%	17%	3%	2%	22%
Paid sick leave	7%	79%	0%	0%	15%
Bereavement	2%	94%	0%	1%	3%
Any reason leave/PTO	3%	77%	1%	1%	18%
Other*	13%	19%	0%	0%	69%

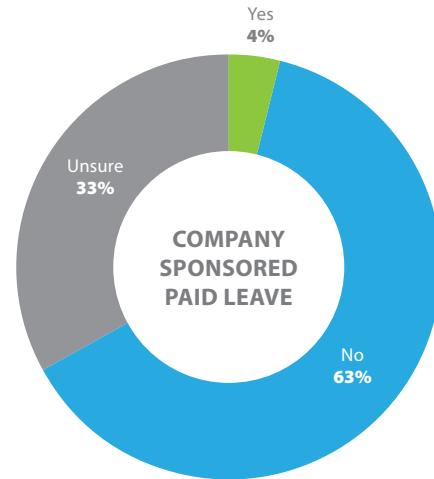
* Other responses include: Jury duty, floating birthday holiday, military training, crisis leave, employee leave donations, and caregiving leave.

Are you making, or have you made, COVID-related changes to your company-sponsored paid leave programs? Select all that apply.



*Other answers include: PTO payout due to hardship; implemented leave-sharing program; increased PTO rollover amounts.

Do you plan to offer company-sponsored paid leaves in the coming year?

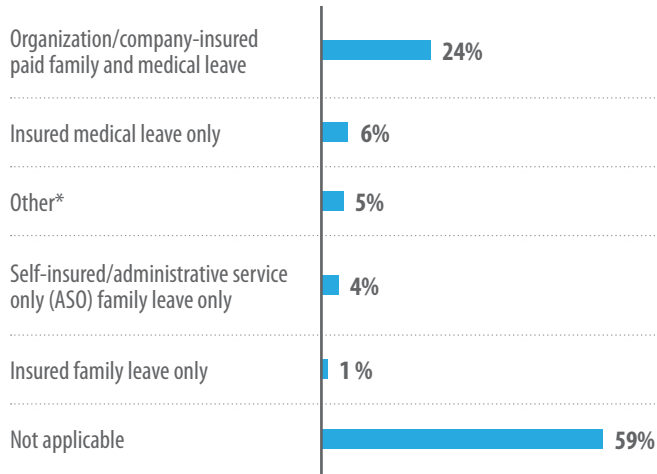


Is your organization considering offering, or does it offer, voluntary or private statutory plans where allowed by the state?

	CONSIDERING A VOLUNTARY PLAN	OFFERING A VOLUNTARY PLAN	N/A
California	4%	20%	76%
Connecticut	3%	13%	84%
Massachusetts	2%	18%	80%
New Jersey	4%	16%	80%
New York	1%	21%	78%
Washington	2%	16%	82%

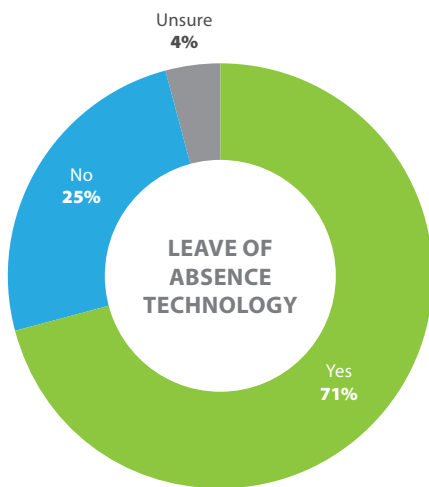


What private or voluntary plan options are you considering?

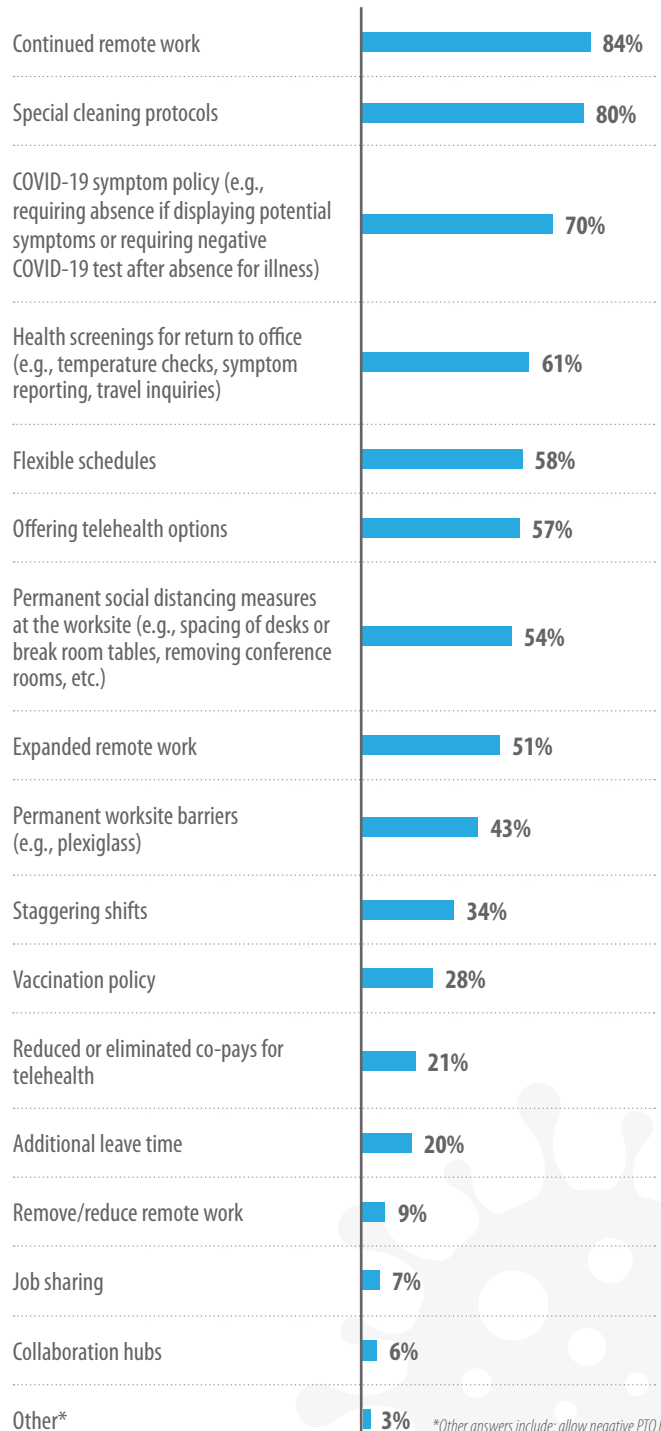


*Other answers include: Voluntary employer-sponsored state replacement; short-term & long-term disability; one paid mental health day per month.

Does your organization use technology (other than Excel, Google sheets, etc.) to manage leave of absence, either in-house or through a third-party administrator or insurance carrier?

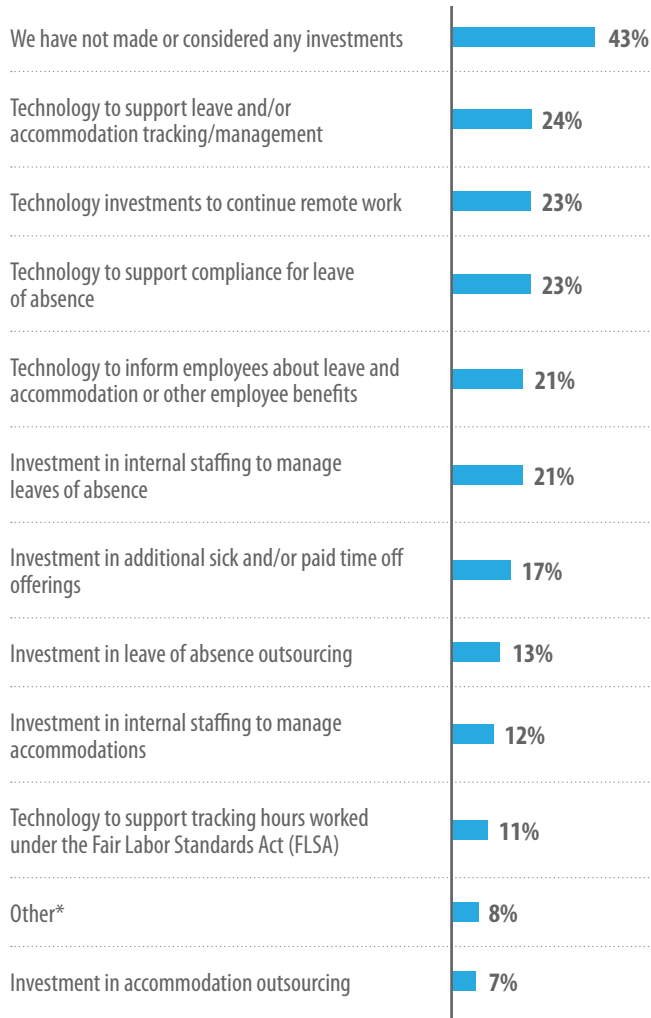


As COVID-19 continues, is your organization contemplating any accommodation or work site changes? Select all that apply.



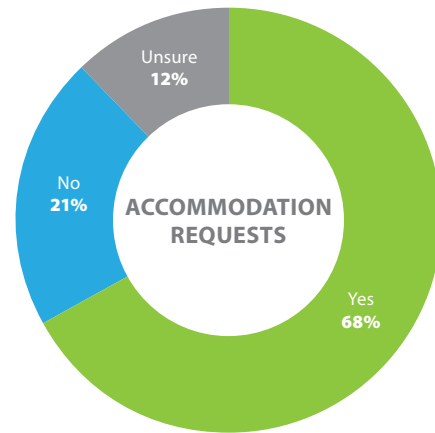
*Other answers include: allow negative PTO balances for employees with COVID-19 and no return to an office.

Have changes to leave laws and/or the volume of leave requests driven your organization to make or consider making investment in any of the following? Select all that apply.



*Other answers include: Already outsource everything to a third-party administrator and added more internal reporting procedures.

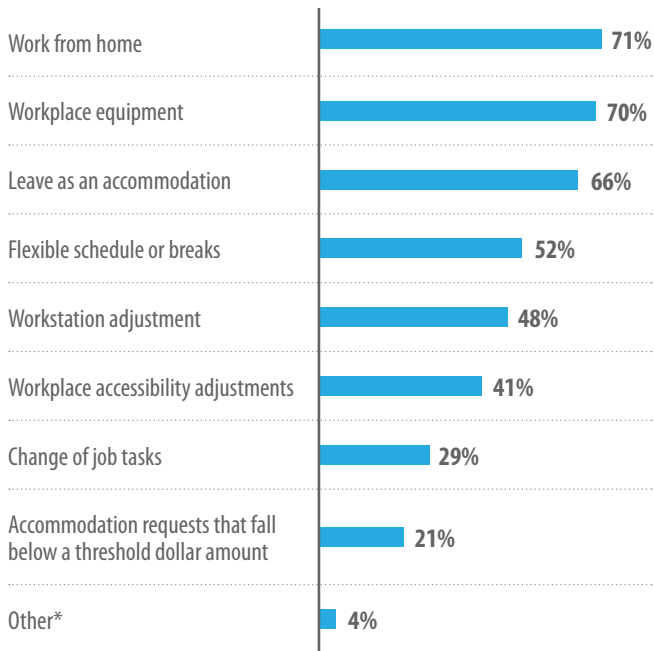
In the past year, has your organization seen an increase in accommodation requests?



Does your organization have any plans to streamline or auto-approve some workplace accommodation decisions (e.g., always approve a request for dual monitors, always approve leave as an accommodation for a duration that matches STD benefit approval, etc.)



What types of accommodations does your organization have or plan to have regarding streamlining or auto-approving the following types of accommodations? Select all that apply.



*Other answers include: No plans to streamline or auto-approve accommodations.



This survey was completed in partnership with

