



Returning Human to Human Resources

How the Changing Absence Landscape Impacts Compliance, Accommodations, Company Leaves & DEI for HR Professionals

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Vision

A world where protection from illness, injury and loss is accessible to everyone

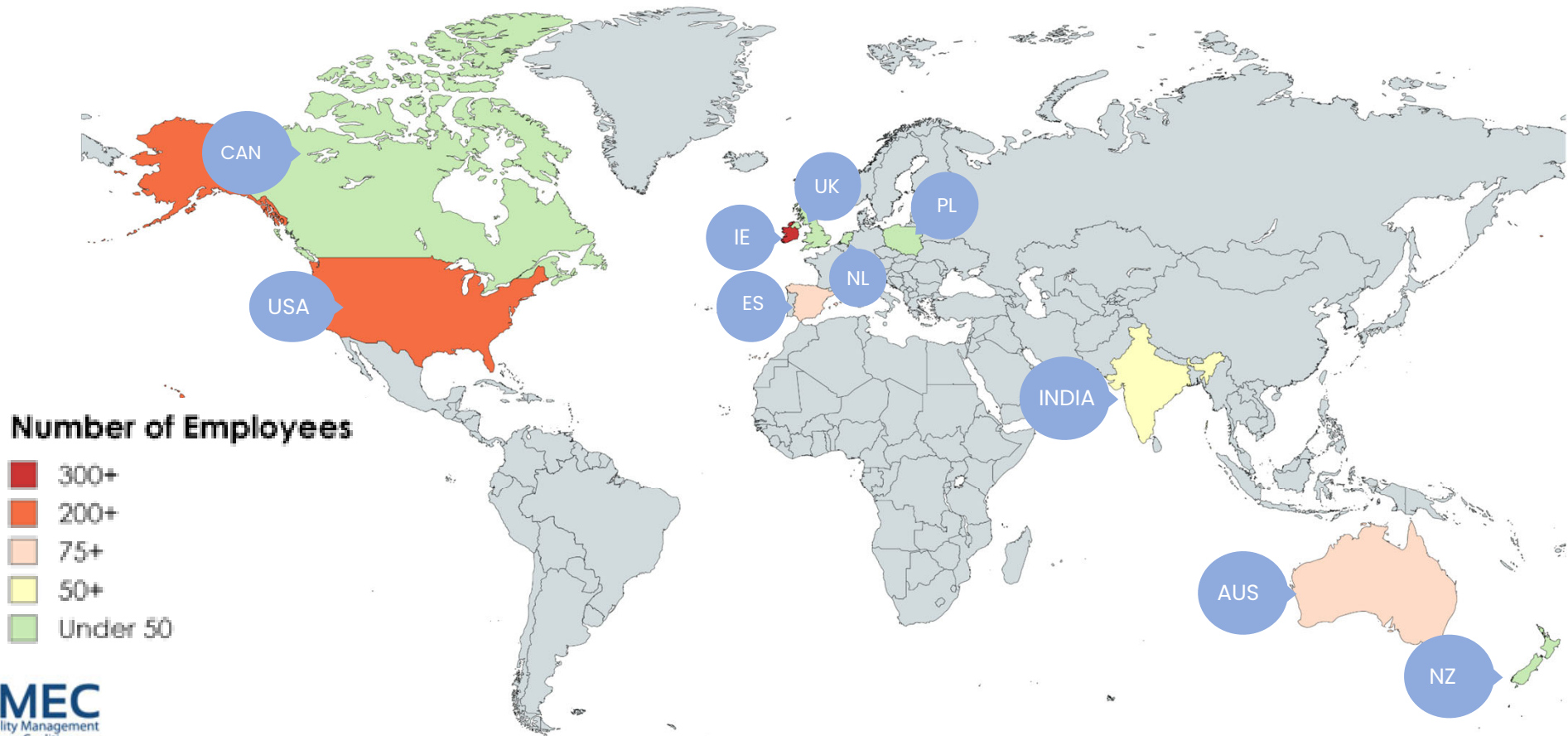


Purpose

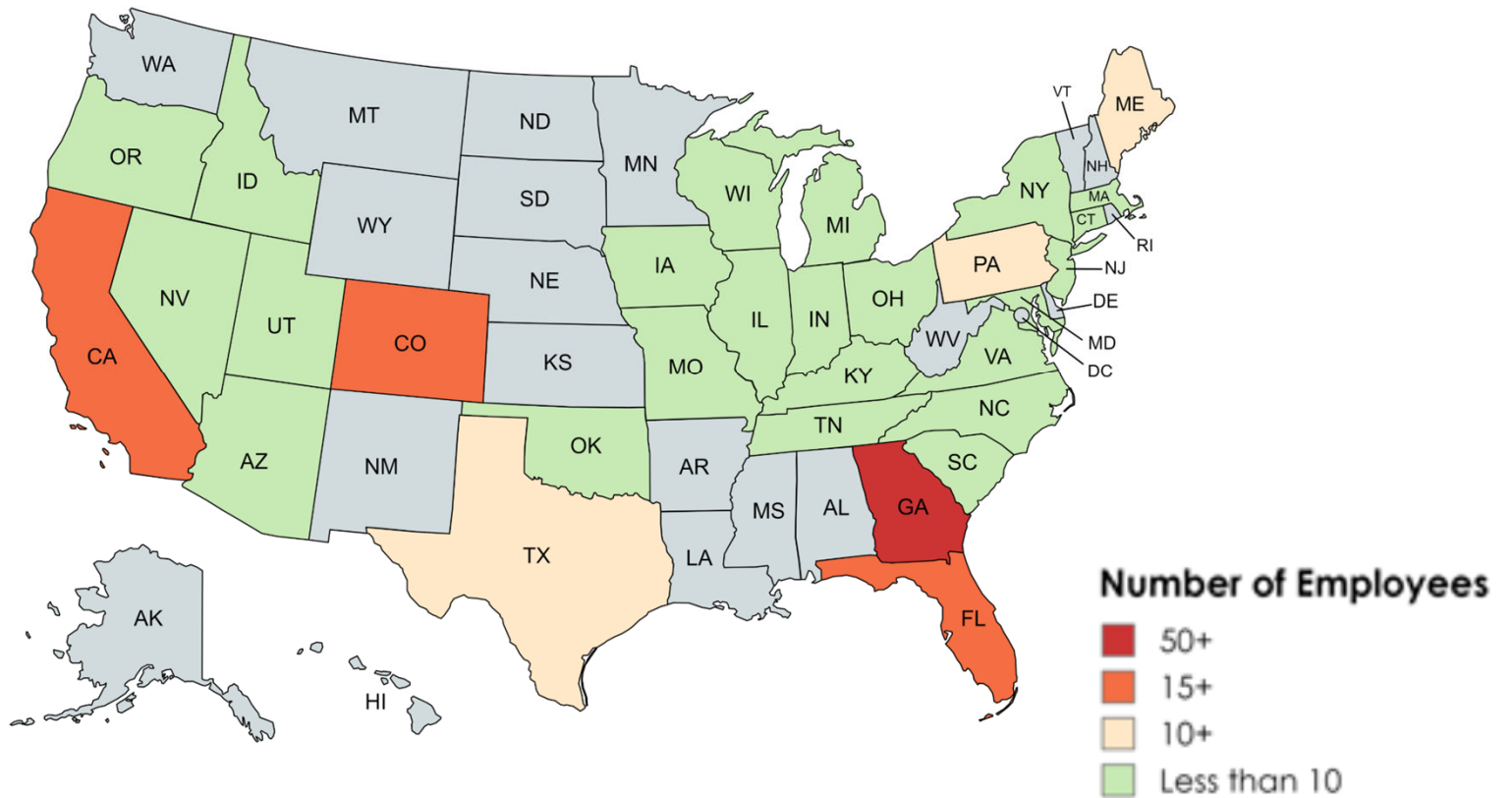
We help our customers care for the people they serve through the delivery of superior technology



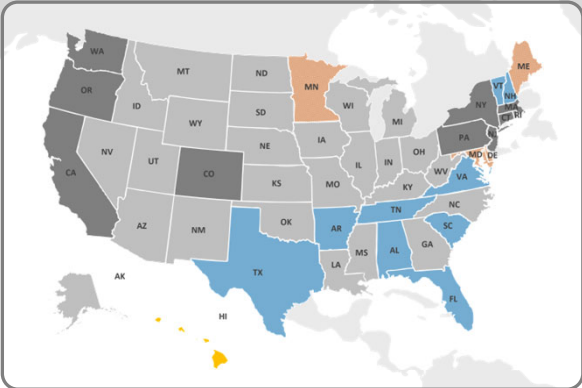
Overall Employee Distribution



Employee Distribution within the US



multistate, multigenerational



Multinational

Baby Boomer



New Parent



Recent Graduate



Sandwich Generation

Paid Time Off (PTO)

40 h

US: No national leave, 3 states, 1 county, 1 city mandate ~40 hours leave

4w

Ireland: 4 weeks PTO (Annual Leave/Vacation), plus 10 paid public holidays

28d

U.K.: 28 working days, plus 12 bank holidays

22d

Spain: 22 working days, plus 14 paid public holidays

4w

Australia: 4 weeks, 10-13 public holidays

Parental Leave



US: 12 weeks, unpaid



Ireland: 26 weeks, unpaid



U.K.: 39 weeks, unpaid



Spain: 16 weeks, paid



Australia: 12 weeks, unpaid

Medical Leave



US: Varies. Unpaid - 12 weeks for serious health conditions. Paid sick leave - state-by-State, average 40-80 hours



Ireland: 5 days, paid



U.K.: 28 weeks, paid



Spain: 12 months, paid



Australia: 10 days, paid

Caretaker Leave



US: Varies. Unpaid - 12 weeks for serious health conditions. Paid sick leave - state-by-State, average 40-80 hours



Ireland: 13-104 weeks



U.K.: 1 week



Spain: 5 days



Australia: 10 days, paid

Benefits Can Coordinate, but keep their own designation



Statutory Benefits



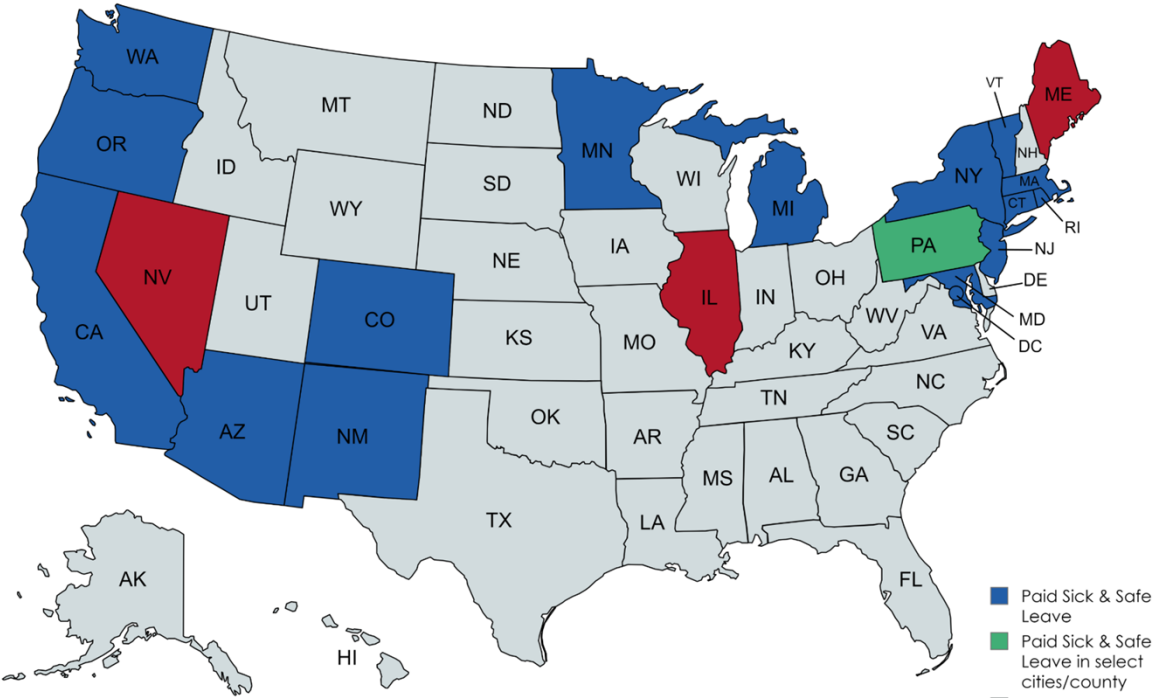
Company Benefits



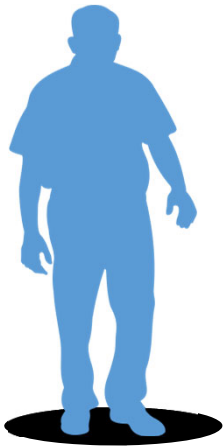
Insured Benefits



Paid Sick and Safe Leave



Multi-Generational Workforce



Baby Boomer

- Retirement funds
- Caregiver benefits
- Transition to retirement benefits
- Income protection



Recent Graduate

- Tuition/Student Loan Assistance
- Vacation time
- Flexible work arrangements
- Volunteer Time
- Mental Wellness



New Parent

- Daycare benefits
- Parental leave
- Flexible work arrangements
- Career Development
- Emergency Savings

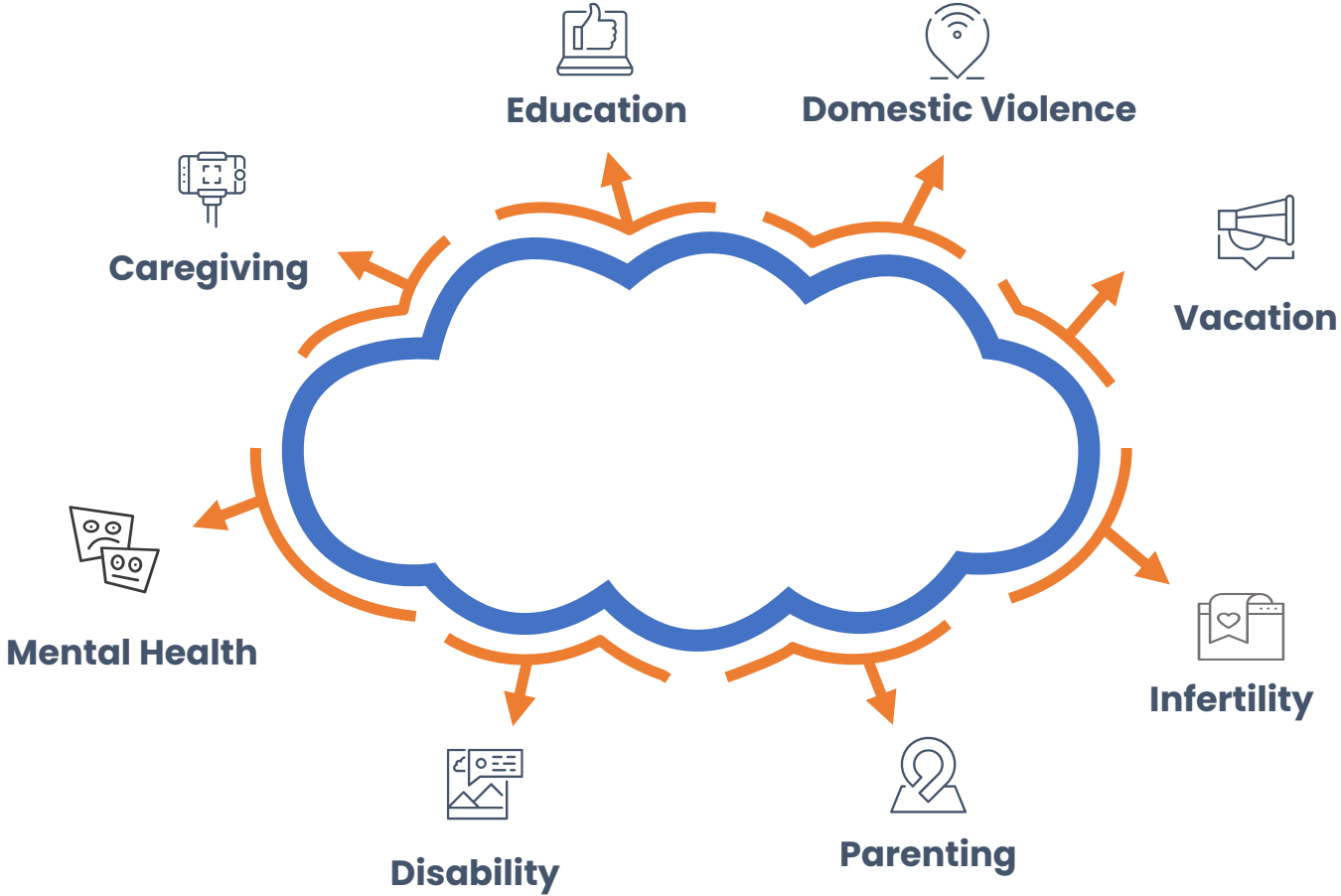


Sandwich Generation

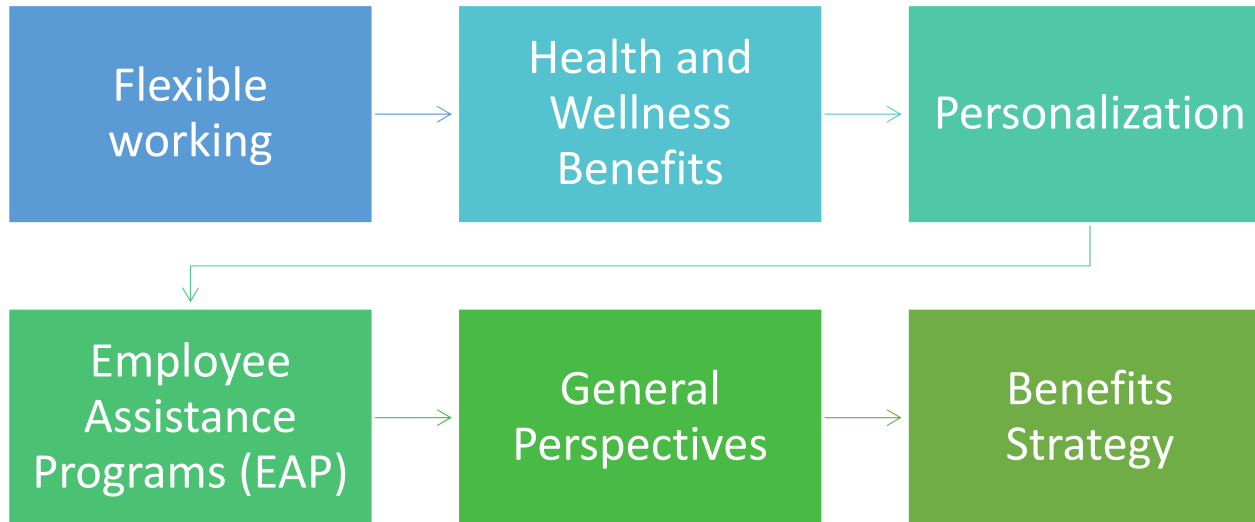
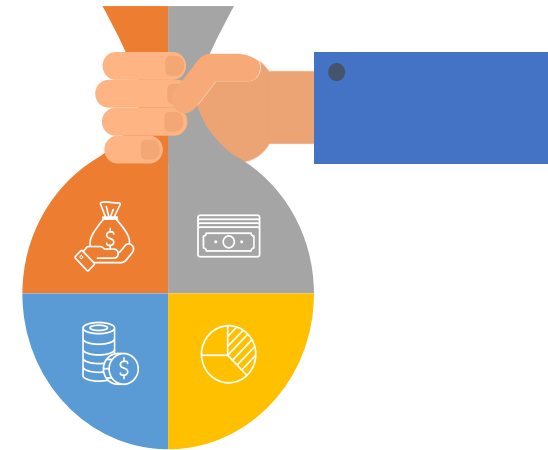
- Caregiver benefits
- Flexible work arrangements
- Financial Wellness
- Telemedicine
- Income Protection



Bringing the Human back to Human Resources



Future of Employee Benefits



Key Take Aways



Benefit Diversity

Compliance

People Centric

**Automation/
Process**

Changing Needs

**THANK
YOU**

**THANK
YOU**

