

## Reshaping the Future of Benefits

*New DMEC benchmarking report identifies plan and policy trends from hundreds of employers*

The [2024 DMEC Absence Plan Design and Practices Benchmarking Report](#) offers a comprehensive, data-driven snapshot of how 386 U.S. employers are shaping the future of disability and absence management. Developed in collaboration with Spring Consulting Group, this report is a must-read for human resources (HR) and leave management leaders, benefits strategists, and c-suite executives seeking to align their policies with evolving workforce expectations and regulatory landscapes.

### Key Insights That Matter to Employers:

- **Disability Coverage Trends:** A striking 80% of employers offer short-term disability (STD) and 94% offer long-term disability (LTD), with a growing preference for self-insured STD plans and fully insured LTD plans. More employers are using STD and workers' compensation approvals as proxies for the federal Family and Medical Leave Act (FMLA) decisions, which streamlines administration and improves consistency.
- **Paid Leave Evolution:** Paid parental leave offerings have surged from 29% in 2022 to 42% in 2024, with 95% of those employers offering full pay. This reflects a broader shift toward supporting employees through major life events and enhancing retention.
- **FMLA & Job Protection:** Employers are innovating beyond compliance — 60% require employees to use paid leave during FMLA, and many offer job-protected leave even for those not FMLA-eligible. This signals a growing commitment to employee well-being and workplace equity.
- **Time-Off Flexibility:** From PTO rollover policies (offered by 70% of employers) to the rising recognition of Juneteenth (now a holiday at 40% of companies), organizations are embracing flexibility and inclusivity in their time-off practices.
- **Health Benefits Continuity:** A majority of employers continue health benefits during leave, with 54% going beyond state mandates — demonstrating a strong commitment to employee care during critical times.



### Why This Report Is Essential

This benchmarking report is more than a snapshot. It's a strategic tool. DMEC members also gain exclusive access to the [DMEC AbsenceExemplar® Benchmarking Dashboard](#), an interactive, self-service tool that enables customized benchmarking by industry, region, company size, and employee classification. Members receive actionable resources, including best-practice guides, business-case frameworks, and implementation strategies.

### Join the Movement

Whether you're refining your leave policies or building a best-in-class absence management program, DMEC membership offers the insights and tools to lead with confidence. Visit <https://dmec.org/membership/> to become a member and unlock the full power of this data.

Have you contributed to the survey? Contribute your data today: <https://bit.ly/3FX4wNP>

### DMEC Benchmarking Resources

- [2024 DMEC Absence Plan Design and Practices Benchmarking Report](#)
- [DMEC AbsenceExemplar® Benchmarking](#)
- [Key Insights from DMEC's 2024 Plan and Policy Design Survey](#)
- [Benchmarking IDAM Programs Microcredential Course](#)
- [Comparisons Matter: Benchmarking Provides Direction for Disability and Absence Managers](#)

### Leading the Way

DMEC provides focused education, knowledge, and networking for absence and disability professionals. It serves more than 20,000 professionals in the U.S. and Canada. DMEC delivers trusted strategies, tools, and resources to minimize lost work time, improve workforce productivity, and maintain compliant absence and disability programs. Visit [www.dmec.org](http://www.dmec.org) for more information.