



ASSURANT


Employee
Benefits

Assistance with managing FMLA absences

How certain are you that your organization is correctly managing employee absences provided under the Family and Medical Leave Act (FMLA)? Successful business performance can depend on productivity, customer satisfaction and profitability. Unfortunately, unmanaged employee absences can negatively impact your business' ability to achieve these important goals. Based on research from the U.S. Bureau of Labor Statistics, absence management is a significant issue for organizations throughout the United States.

Consider the following:

- Companies lose 2.8 million workdays each year due to employee injuries and illnesses.¹
- The cost of unscheduled absenteeism is \$660 per employee in the United States.²
- Personal illness accounts for just 35 percent of unscheduled absences. The other 65 percent are due to other causes, such as family issues, personal needs, entitlement mentality and stress.³
- Nearly 40 percent of human resources professionals report that confusion over FMLA implementation has led to illegitimate leave being granted.⁴
- The average cost to defend an FMLA lawsuit is \$78,000, regardless of the outcome.⁵



To bring additional value to our customers, Assurant Employee Benefits is entering into a referral agreement with Ceridian, a leader in absence management, that enables our customers to purchase Ceridian's Leave Administration service at special negotiated prices. As a result, fees for our customers are 30 to 40 percent lower than the fees normally charged for their direct administration service, which is wholly provided by Ceridian.

A dedicated absence and leave administration program can help you meet your FMLA, state law and employer-authorized policy absence and leave administration needs.

Effective absence and leave management can:

• **Help improve productivity and profits**

With tighter absence monitoring, your employees are present at work and can drive higher productivity, revenue and customer satisfaction. Your time to process and administer absences and leaves can be significantly reduced, so you can focus on strategic initiatives.

• **Reduce administrative burdens**

FMLA and state laws are updated on an ongoing basis and your organization's leave policies can be designed to your specifications. A professional absence and leave administration system can recognize and resolve jurisdictional overlaps or potential conflicts to help reduce the chance of costly litigation and penalties.

• **Improve compliance and minimize risks**

By outsourcing this aspect of your business to a professional absence and leave administration program, you can benefit from a comprehensive solution without having to deal with the administrative details.

Ceridian Leave Administration plan options:

- Web-based intake - 24/7/365
- Phone-based intake - during business hours

For more information or to enroll for this valuable service, call Shelly Snell at 952.853.4894 or email Shelly.Snell@Ceridian.com.

¹News on Personnel. Labor Relations and Benefits. Braun Consulting News, Vol.7, No. 4, Winter 2003.

²2005 CCH Unscheduled Absence Survey

³2005 CCH Unscheduled Absence Survey

⁴Society for Human Resource Management, 2007

⁵William P. Perkins, Esq., 2006

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