

ALL ABOUT ABSENCE: PAID FAMILY AND MEDICAL LEAVE



DID YOU KNOW?

- PFML programs are generally funded through payroll deductions from employees, employer contributions or a combination of both.¹
- States may have different names for their paid leave programs. The length of leave and weekly pay benefits also vary.¹
- According to a recent survey of both public and private sector employees, only 58% of employees report having any paid time off – even as little as a single day – available to care for a seriously ill family member.²
- Millions of adults provide unpaid care for older adults and many of those caregivers also have jobs.²
- The U.S. Bureau of Labor Statistics projects that between 2021 and 2031 the number of workers ages 55 and older will increase to almost 41.5 million workers.³ As our workforce ages, the need for types of leave support – like caregiver leave – will increase.

Interested in more information?
Visit The Hartford's PFML page
by scanning the QR code:



The United States is the only industrialized country that does not have a federal program supporting paid family and medical time away from work. The paid leave landscape continues to rapidly evolve as more states pass and implement new leave laws to fill that gap. Employers say there is no easy way to track and manage all the leave types applicable to their workers, creating a need for more support.

As a leader in Paid Family and Medical Leave (PFML), we have the experience to work with employers to navigate this changing landscape and minimize its impact on employees. We offer fully insured coverage and self-insured administrative services with multiple funding and enriched coverage options, where allowed by the state, and can help you understand your private or state plan options.

When thinking about PFML in the workplace, here are some questions to consider when speaking with an employer:

- Do they have a consistent process for operationalizing PFML administration?
- Can they coordinate administration of Family Medical Leave (FMLA), state unpaid leaves, Americans with Disabilities Act (ADA), short-term disability (STD), workers' compensation (WC) and state PFML?
- Do they provide HR and managers with PFML training?
- Have they done a cost benefit analysis between going with their state paid leave program or a private plan?
- Have they considered the employee experience if they remain in the state program and the coordination of other employment laws that are running concurrently, e.g., FMLA, state unpaid leave, company paid leave policies, etc?

For more absence resources, visit [TheHartford.com](https://www.TheHartford.com)



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¹ The Hartford: [What To Know About Paid Family and Medical Leave](#). Viewed on 8/15/23.

² U.S. Department of Labor: [Women's Bureau: Paid Family and Medical Leave Fact Sheet](#). Viewed on 8/16/23.

³ Centers for Disease Control and Prevention: [Celebrating National Employ Older Workers Week 2023](#). Viewed on 11/27/23.