

IBI Health and Productivity Benchmarking

Integrated Benefits Institute
1901 Harrison Street, Suite 1100
Oakland, CA 94612
(415) 222-7280

Family and Medical Leave Program

Calendar-Year Data: 2019

SIC: All employers

Based exclusively on claims active during the calendar year

Report Contents

Section I. Results

Section II. Results by state

Glossary

Results

SIC: All employers

	GROUP AVERAGE	GROUP MEDIAN	10TH PERCENTILE	25TH PERCENTILE	75TH PERCENTILE	90TH PERCENTILE	NUMBER OF EMPLOYERS	NUMBER OF CLAIMS
Total new leaves per 100 eligible employees	12.0	9.2	1.3	4.5	15.9	25.4	2,392	1,395,912
Total active leaves per 100 eligible employees	14.1	10.5	2.1	5.3	18.5	31.0	2,392	1,395,912
New concurrent leaves per 100 eligible employees	4.4	2.9	0.0	0.1	6.5	10.7	1,771	818,451
Active concurrent leaves per 100 eligible employees	4.8	2.9	0.0	0.2	7.2	11.9	1,845	976,087
New stand-alone leaves per 100 eligible employees	7.8	5.0	0.6	2.0	10.3	19.9	1,771	818,451
Active stand-alone leaves per 100 eligible employees	9.2	5.7	0.6	2.3	12.3	22.9	1,845	976,087
New intermittent leaves per 100 eligible employees	2.7	1.2	0.0	0.3	3.5	7.2	2,294	1,189,984
Active intermittent leaves per 100 eligible employees	3.6	1.5	0.0	0.4	4.5	9.7	2,390	1,395,907
New reduced schedule leaves per 100 eligible employees	0.1	0.0	0.0	0.0	0.1	0.4	1,770	818,450
Active reduced schedule leaves per 100 eligible employees	0.1	0.0	0.0	0.0	0.1	0.4	1,843	976,082
New continuous leaves per 100 eligible employees	9.6	7.7	1.8	4.2	12.1	18.4	2,294	1,189,984
Active continuous leaves per 100 eligible employees	10.2	8.1	1.4	4.3	13.0	19.8	2,390	1,395,907
Denied leave requests per 100 eligible employees	3.0	1.6	0.2	0.5	4.1	7.8	1,483	119,857
% of leaves for employee's own health condition	61.8%	---	---	---	---	---	2,990	1,756,074
% of leaves for maternity/bonding with child - female	14.6%	---	---	---	---	---	2,990	1,756,074
% of leaves for maternity/bonding with child - male	7.0%	---	---	---	---	---	2,990	1,756,074

Results

SIC: All employers

	GROUP AVERAGE	GROUP MEDIAN	10TH PERCENTILE	25TH PERCENTILE	75TH PERCENTILE	90TH PERCENTILE	NUMBER OF EMPLOYERS	NUMBER OF CLAIMS
% of leaves for care for a family member	16.1%	---	---	---	---	---	2,990	1,756,074
% of leaves for military service	0.4%	---	---	---	---	---	2,990	1,756,074
Lost workdays per leave	23.0	16.0	2.0	6.0	34.0	60.0	2,858	1,444,374
Lost workdays per concurrent leave	31.8	30.0	6.0	13.0	56.3	60.0	1,396	255,299
Lost workdays per stand-alone leave	19.6	12.4	2.0	5.0	30.0	55.2	1,778	471,171
Lost workdays per intermittent leave	9.0	4.6	1.0	2.0	11.0	22.7	2,435	336,686
Lost workdays per reduced schedule leave	14.4	6.0	1.0	2.5	19.0	45.5	952	7,234
Lost workdays per continuous leave	27.4	21.0	4.0	10.0	40.0	60.0	2,838	1,100,453
Lost workdays per 100 eligible employees	298.1	222.9	38.8	112.4	366.6	590.5	2,264	1,138,781
Lost intermittent workdays per 100 eligible employees	30.0	11.8	1.0	3.6	33.0	81.3	1,946	1,116,140
Lost reduced schedule workdays per 100 eligible employees	3.7	1.2	0.1	0.4	3.6	9.1	734	578,107
Lost continuous workdays per 100 eligible employees	272.9	205.9	37.3	105.9	329.5	531.7	2,250	1,138,724
Lost concurrent workdays per 100 eligible employees	271.5	193.3	14.6	72.0	361.8	602.2	956	430,263
Lost stand-alone workdays per 100 eligible employees	218.1	140.1	14.6	51.1	299.1	507.5	1,257	465,514

Results

SIC: All employers

	GROUP AVERAGE	GROUP MEDIAN	10TH PERCENTILE	25TH PERCENTILE	75TH PERCENTILE	90TH PERCENTILE	NUMBER OF EMPLOYERS	NUMBER OF CLAIMS
Lost workdays per 100 eligible employees - employee's own health condition	194.8	136.7	20.7	62.5	245.0	407.0	2,228	697,305
Lost workdays per 100 eligible employees - maternity/bonding - female	72.0	42.5	6.4	17.5	88.3	159.3	2,014	155,790
Lost workdays per 100 eligible employees - maternity/bonding - male	24.7	9.6	1.3	3.3	25.0	54.4	1,685	85,418
Lost workdays per 100 eligible employees - care for a family member	23.4	13.6	1.9	5.0	29.5	56.7	1,938	169,734
Lost workdays per 100 eligible employees - military service	7.1	3.4	0.3	1.2	8.3	18.2	312	5,174

Results by state

SIC: All employers

State	Lost workdays per leave	Lost workdays per intermittent leave	Lost workdays per reduced schedule leave	Lost workdays per continuous leave	Number of leaves
Alabama	21.1	8.3	17.4	25.5	15,981
Alaska	20.2	8.9	20.5	22.7	1,013
Arizona	20.5	9.2	15.4	25.2	31,306
Arkansas	20.0	8.4	15.1	23.9	7,314
California	33.3	11.6	13.5	36.6	138,925
Colorado	23.0	10.0	19.9	25.9	16,929
Connecticut	29.8	11.7	27.0	35.2	22,202
Delaware	22.7	9.3	14.5	26.7	4,142
District Of Columbia	26.9	13.7	14.6	31.8	6,231
Florida	20.9	8.7	12.0	25.2	62,027
Georgia	21.0	7.5	9.2	25.3	35,373
Hawaii	15.6	7.7	3.7	21.6	4,374
Idaho	20.2	8.6	5.1	23.5	4,787
Illinois	21.9	8.2	12.9	25.5	48,725
Indiana	17.9	7.4	10.9	22.8	33,881
Iowa	20.7	8.7	16.5	24.8	15,953

Results by state

SIC: All employers

State	Lost workdays per leave	Lost workdays per intermittent leave	Lost workdays per reduced schedule leave	Lost workdays per continuous leave	Number of leaves
Kansas	20.1	9.7	14.5	24.8	12,422
Kentucky	17.7	7.5	11.6	21.9	26,235
Louisiana	30.2	12.0	12.9	32.9	7,837
Maine	29.0	10.8	18.3	34.7	4,029
Maryland	20.9	7.5	12.5	26.0	28,790
Massachusetts	27.4	8.4	11.6	30.4	26,530
Michigan	20.1	8.5	7.7	25.0	34,594
Minnesota	28.0	8.8	11.0	31.7	23,352
Mississippi	19.6	7.7	11.5	23.5	6,025
Missouri	19.6	8.5	12.8	23.3	34,094
Montana	27.4	9.2	35.5	30.3	1,684
Nebraska	---	---	---	---	---
Nevada	19.2	6.9	13.5	23.4	8,468
New Hampshire	24.2	6.7	11.0	26.8	3,735
New Jersey	28.2	10.3	16.3	30.6	29,819
New Mexico	23.1	10.7	9.4	26.5	3,171

Results by state

SIC: All employers

State	Lost workdays per leave	Lost workdays per intermittent leave	Lost workdays per reduced schedule leave	Lost workdays per continuous leave	Number of leaves
New York	24.4	10.2	13.7	27.8	65,817
North Carolina	21.0	7.5	12.6	25.5	53,679
North Dakota	22.2	9.0	27.3	24.9	1,850
Ohio	19.2	7.5	11.8	24.4	76,934
Oklahoma	18.3	7.9	8.6	20.5	8,988
Oregon	22.5	7.5	7.3	30.5	23,399
Pennsylvania	19.7	7.3	11.9	23.8	59,404
Puerto Rico	21.5	7.4	---	22.4	678
Rhode Island	38.4	7.1	4.0	40.7	3,442
South Carolina	21.1	9.6	10.0	25.3	26,899
South Dakota	20.4	8.0	19.0	25.9	3,134
Tennessee	21.6	8.5	20.4	25.8	27,006
Texas	21.7	9.0	10.9	25.4	98,149
Utah	22.5	11.8	10.5	26.4	8,704
Vermont	32.7	12.8	17.9	39.7	2,154
Virginia	22.0	8.6	14.7	26.0	29,294

Results by state

SIC: All employers

State	Lost workdays per leave	Lost workdays per intermittent leave	Lost workdays per reduced schedule leave	Lost workdays per continuous leave	Number of leaves
Washington	25.0	7.0	9.0	30.3	30,339
West Virginia	18.4	7.2	10.2	22.9	5,802
Wisconsin	22.9	9.6	10.4	28.7	42,647
Wyoming	22.5	5.9	15.0	24.6	1,202

Term

Definition

Employer information

Eligible employees	Number of employees eligible to take FMLA leave
--------------------	---

Leave type

Concurrent leave	Leave run concurrently with another benefits program
Stand-alone leave	Leave not run concurrently with another benefits program
Intermittent leave	Leave with lost time taken intermittently
Continuous leave	Leave with all lost workdays taken consecutively
Reduced schedule leave	Leave with time taken as a reduction in hours worked per day or per week

Leave reason

Leave for employee's own health condition	Leave related to an employee's health condition
Leave for maternity/bonding with child	Leave related to a pregnancy and/or bonding with a child
Leave for care for a family member	Leave related to caring for a family member
Leave for military service	Leave related to military service

Term

Definition

Timing of leave

New leaves

Leaves that began during the reporting year

Active leaves

All leaves open during the reporting year, including those which began prior to the reporting year