



STREAMLINED ABSENCE MANAGEMENT PROGRAM HELPED MANUFACTURER ASSEMBLE \$2.1 MILLION IN SAVINGS

Self-administering FMLA and disability absences had this employer worrying about compliance and productivity, and placed a significant burden on its HR capacity.

- ★ Policies and procedures were cumbersome and inconsistent across locations
- ★ Lack of workplace accommodation and return-to-work programs led to excessive lost work days
- ★ Absence rates were high (25% on any given day) and short term disability leaves were longer than industry benchmarks

How Unum helped

By applying consistent leave practices across the country, and helping disabled employees return to work sooner, we helped this employer save time and money, while improving workforce productivity.



\$1.65 million in productivity saved by outsourcing FMLA administration



\$530,000 in productivity saved by helping employees return to work



\$2.1 million total saved with a more disciplined approach to leave management



21% reduction in leave approval rates due to a more accurate and consistent approval process



1,500+ lost work days saved through new return-to-work program



Employer overview

INDUSTRY

National manufacturing company

LOCATION

U.S.-based with 50+ locations nationwide

EMPLOYEES

10,000

UNUM BENEFITS & SERVICES

Short and Long Term Disability (STD/LTD), Life Insurance, Voluntary Accident, Voluntary Critical Illness, Leave & Absence Management services

SOLUTIONS SUMMARY

Unum conducted a full review of the employer's absence management practices and implemented a plan to help improve compliance and reduce lost work days. We:

- ★ Took over administration of the company's FMLA program to ensure leaves were administered according to the law and company policy
- ★ Applied consistent leave workflow and practices across company locations
- ★ Created and implemented return-to-work and workplace accommodation policies, including a transitional return-to-work (TRTW) program that helped disabled employees return to work sooner
- ★ Implemented regular tracking of employees' return to work

What Unum can do for you

Our Leave and Absence Management team offers expert assistance to help you:



EXCEL AT COMPLIANCE,

with direct access to our employment attorneys and a 100% compliance guarantee



MAKE YOUR WORKFORCE MORE PRODUCTIVE,

with custom plans for absence management and reduction



IMPROVE EMPLOYEE RETENTION AND RECRUITING,

with a leave plan tailored for your industry and your HR needs

“Employers need to understand what laws impact them, when they take effect, and how they overlap existing laws.”

Ellen McCann

Assistant Vice President
& Special Counsel, Unum



To learn more or to connect with a Unum representative, go to **www.unum.com**

Results may vary. This case study is true but identifying characteristics have been changed to preserve confidentiality. Insurance products are underwritten by the subsidiaries of Unum Group. unum.com

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