

ESIS® IAM Snapshot

Q1 2021

AN INTEGRATED ABSENCE MANAGEMENT QUARTERLY

Each quarter, the ESIS Absence Management team of specialists brings you timely and relevant information that we have selected from our own resource library and around the industry to help you stay up-to-date on the latest trends and news.

NEW! Incorporate Voluntary Benefits into your Leave Management Program

It is important to manage all employee absence holistically across your organization. It's also important to help your employees deal with the financial stress that being out on unpaid FMLA or short- or long-term disability, which typically covers only portion of the employee's salary. Now employers can include voluntary benefits in their solution, bundle the types of insurance you want to offer to employees and manage these alongside all leave types, using the Chubb WorkInsight™ platform.

[Click here to learn more about WorkInsight.](#)

From Our Resource Library Focus on: The Evolution and Requirements to Manage Absence Differently

Employers can benefit from treating each illness or injury as an event rather than as individual claims. Through single-source administration, focus is placed on gathering specific details related to both occupational and non-occupational illness and injury and managing the resulting absence holistically.

[Click here](#) to learn more.



Want to Know More?

If you have questions about absence management or the benefits of implementing an integrated absence management solution, we would love to [connect with you](#).

You can also check out our [Absence Management Resource Library](#).

ESIS®
Integrated Absence Management
Resource Library

In the News

Are you up-to-date on the changing PFML Landscape?

A number of states now mandate PFML and many others are proposing to implement a PFML program. In 13 states, PFML proposals have been rejected. [Click here to see the current PFML Landscape.](#)

MA PFML Update

Most Massachusetts Paid Family Medical Leave (PFML) benefits became available as of 1/1/21. Massachusetts employers can learn more about [their obligations under the PFML law here.](#)

Food Distributor Agrees to \$5M+ Settlement for Sex Discrimination Suit

Performance Food Group, Inc agreed to pay more than \$5 million to settle a sex discrimination lawsuit. The suit claimed that PFG refused to hire female applicants for driver and warehouse jobs. [Click here to read the Business Insurance article on the settlement.](#)

Need to Know

The 2020 DMEC Employer Leave Management Survey Whitepaper is now Available

For the tenth consecutive year, DMEC has partnered with Spring Consulting Group to conduct annual research on employer leave management. With 793 employer respondents across a broad range of industries and states, the [2020 survey results](#) highlight trends and employer perspectives on regulatory leaves, non-regulatory leaves, and state paid leave programs as well as COVID-19 implications and plan design benchmarks.

Things to Consider in Creating a COVID-19 Vaccination Policy for Your Organization

As vaccination programs accelerate and employers begin to reopen for business, an important part of the planning process should be creating a vaccination policy to guide employees' return to work. The Alera Group has prepared a whitepaper that discusses the guidance from the Equal Employment Opportunity Commission (EEOC) regarding employer-mandated vaccination; whether employers can mandate COVID-19 vaccinations and 10 steps to help organizations prepare for vaccination.

[You can download the whitepaper here.](#)

What Employers Should Know about COVID-19 and the ADA, the Rehabilitation Act and Other EEOC Laws

The EEOC offers guidance for employers as they navigate that can help employers implement strategies to navigate the impact of COVID-19 in the workplace.

[Read the EEOC Update here.](#)

The information contained in this presentation is not intended as a substitute for legal, technical or other professional advice, nor is it intended to supplant any duty to adhere to appropriate laws and regulations.

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