



IBI BENCHMARKING ANALYTICS

IBI members occasionally request information about disability leaves that is not included in the standard benchmarking reports. When IBI can provide an answer that may be of interest to other members, we make the results available in a series of analytic findings.

FMLA LEAVE DURATIONS FOR HOSPITALS IN AND OUTSIDE OF CALIFORNIA

Summary Findings

- FMLA leave durations for hospital employees in California (CA) tend to be shorter than leaves for hospital employees elsewhere.
- The exception to this pattern is that leaves taken continuously to care for a family member tend to be longer in CA than elsewhere. Because continuous leaves make up a majority of leaves, overall leave durations to care for family members are longer in CA than elsewhere.

Data

We analyze FMLA benchmarking leave claims contained in [IBI's disability benchmarking system](#), data year 2015.

Data preparation

The analysis uses data from FMLA leaves with lost workday information. Only claims from hospital employers (standard industrial classification [SIC] code 806) are included. We code leaves as taking place in California (CA) or elsewhere based on the state code attached to each leave. Table 1 shows the summary statistics for the claims used in this analysis.

	CA	Elsewhere
Number of leaves	8,375	112,828
Leave type		
% with days taken continuously	78.9%	73.2%
% with days taken intermittently	21.1%	26.8%
Reason for leave		
% care for family member	14.3%	14.0%
% employee's own condition	59.2%	61.3%
% maternity/child bonding	26.5%	24.7%

Results

Figure 1 shows the average (mean) lost workdays per FMLA leave among hospital employees in CA and elsewhere. Leaves for employees' own health conditions and for maternity/child bonding were 16-17% shorter among CA hospital employees than among hospital employees elsewhere. Leaves to care for a family member were about 8% longer in CA than elsewhere. Whether in CA or elsewhere, most FMLA days for an employee's health condition or for maternity/child bonding were taken continuously. However, outside of CA, days off to care for a family member were more likely to be taken intermittently than continuously.

Figure 1: Average lost workdays per FMLA leave by location and reason for leave

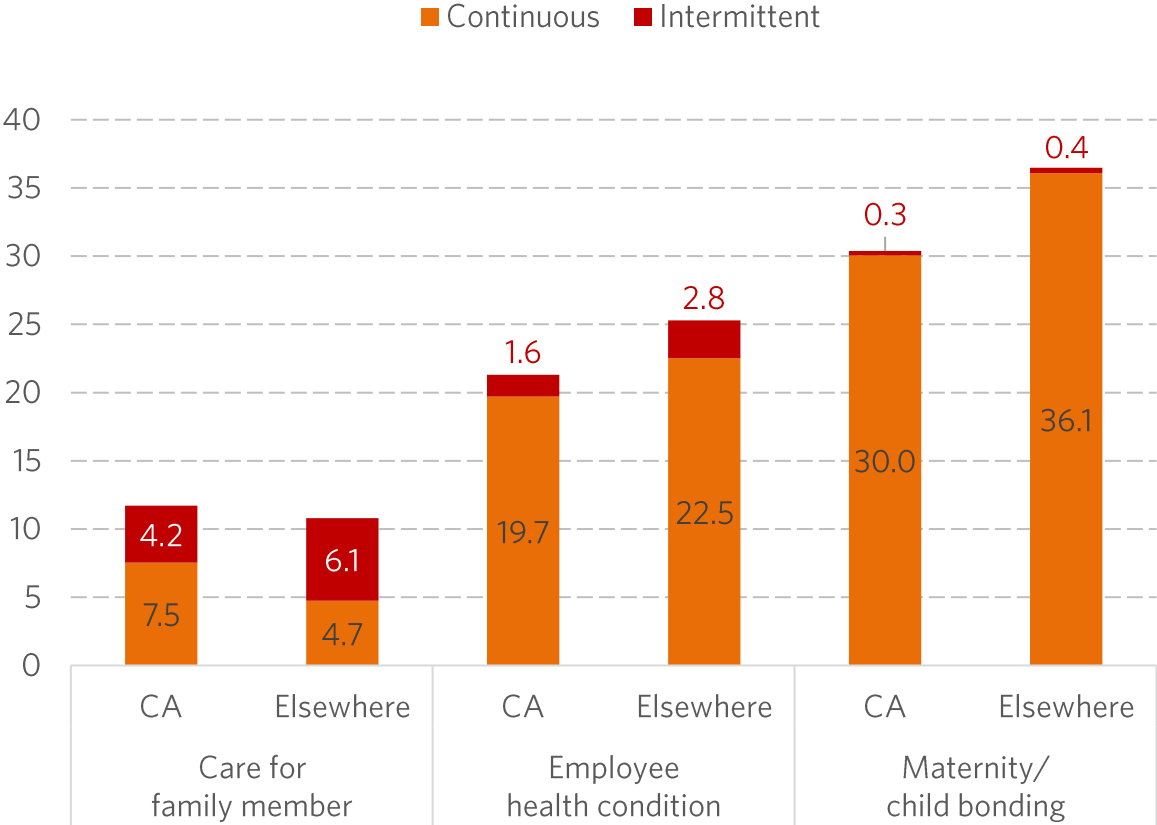


Figure 2 shows a similar pattern among FMLA leaves taken continuously. Continuous leaves for employees' own health conditions and for maternity/child bonding were about 20% shorter among CA hospital employees than among hospital employees elsewhere. Leaves to care for a family member were about 4% longer in CA than elsewhere.

Figure 2: Average lost workdays per continuous FMLA leave by location and reason for leave

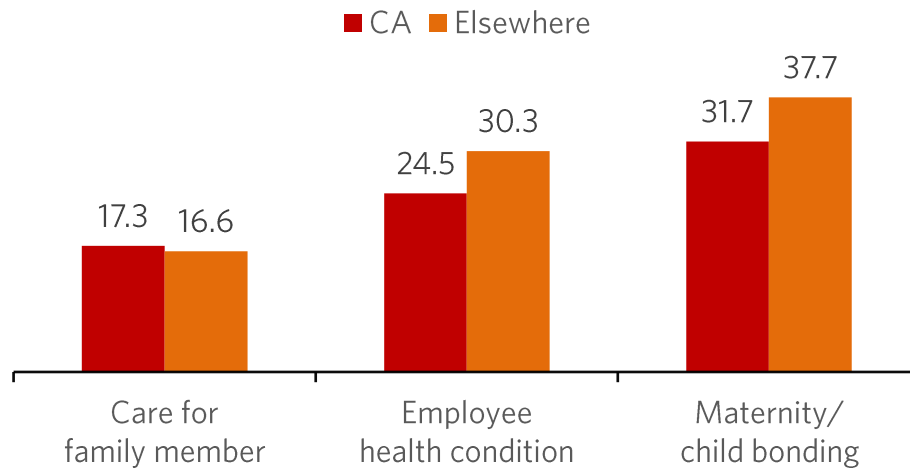
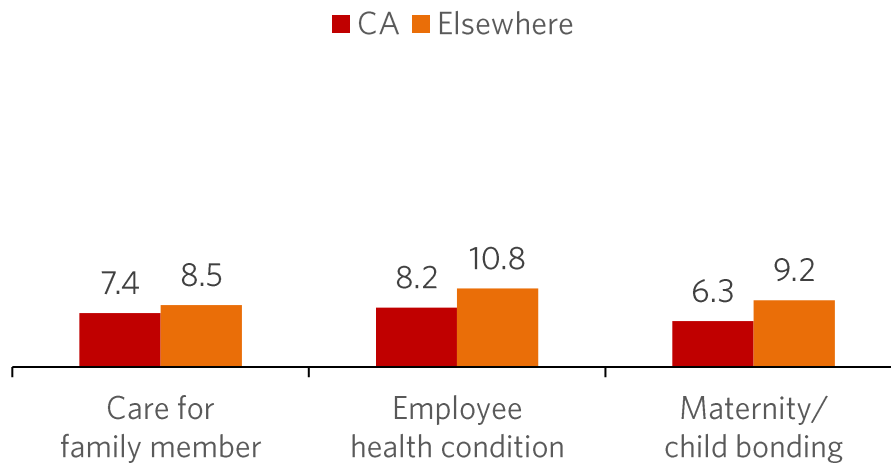


Figure 3 shows that intermittent leaves to care for a family member were about 13% shorter among CA hospital employees than among hospital employees elsewhere. Compared to intermittent leaves elsewhere, leaves for employee's own health conditions were 24% shorter in CA, while intermittent leaves for maternity/child bonding were 31% shorter in CA.

Figure 3: Average lost workdays per intermittent FMLA leave by location and reason for leave



Analysis conducted October 2017 by Rico Lin, Data Analyst, IBI.