



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 INCIDENCE RATES FOR CALIFORNIA HOSPITALS

Summary Findings

- California (CA) employers generally have higher FMLA incidence rates than other employers.
- The pattern is reversed for hospitals: CA hospitals have lower incidence rates than hospitals in other states.
- The exception to this pattern is for denied leaves, for which CA hospitals and other employers have higher rates than employers elsewhere.

Data

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

Data preparation

The analysis uses data from employers with FMLA covered lives information. An employer is considered a hospital if its standard industrial classification (SIC) code is 8062—General Medical and Surgical hospitals. We consider an employer to be in CA by rounding the proportion of its leaves in CA to the nearest tenth decimal, and then including all employers where the proportion is 1.0. In effect, CA employers are those with at least 95% of leaves in CA. Table 1 below shows that this approach captures most of employers' CA leaves; employers not coded as CA had only 7% of leaves from CA.

Table 1: % of employers' leaves from CA

		Hospital Employer?			
		No	Yes	Total	
California employer?	No	Average	8%	1%	7%
		N of ERs	1,327	101	1,428
	Yes	Average	100%	100%	100%
		N of ERs	49	48	97
	Total	Average	11%	33%	13%
		SD	24%	47%	28%
N of ERs		1,376	149	1,525	

Results

Figure 1 shows the average (mean) rates for all types of FMLA leaves among hospital and other employers, in CA and elsewhere. Generally, the leave rate among employers is about 24% greater among CA employers than among other employers (i.e., 16.8 per 100 compared to 13.6 per 100). This does not apply to hospitals; however, the leave rate for CA hospitals is about 38% lower than the rate for hospitals elsewhere.

Figure 1: Total FMLA leaves per 100 eligible employees

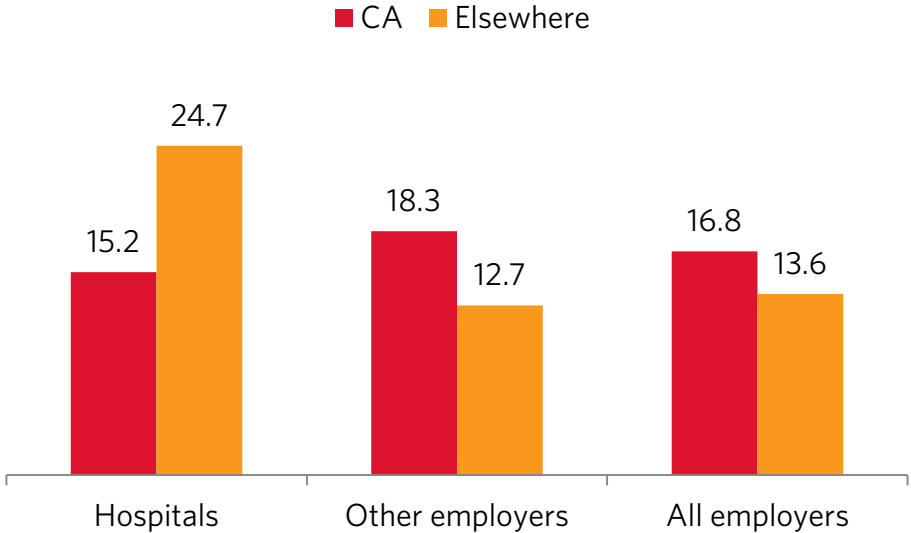


Figure 2 shows a similar pattern among continuous leaves. The rate of continuous leaves is about 30% higher among CA employers than employers elsewhere. For CA hospitals, rates are about 32% lower than elsewhere.

Figure 2: Continuous FMLA leaves per 100 eligible employees

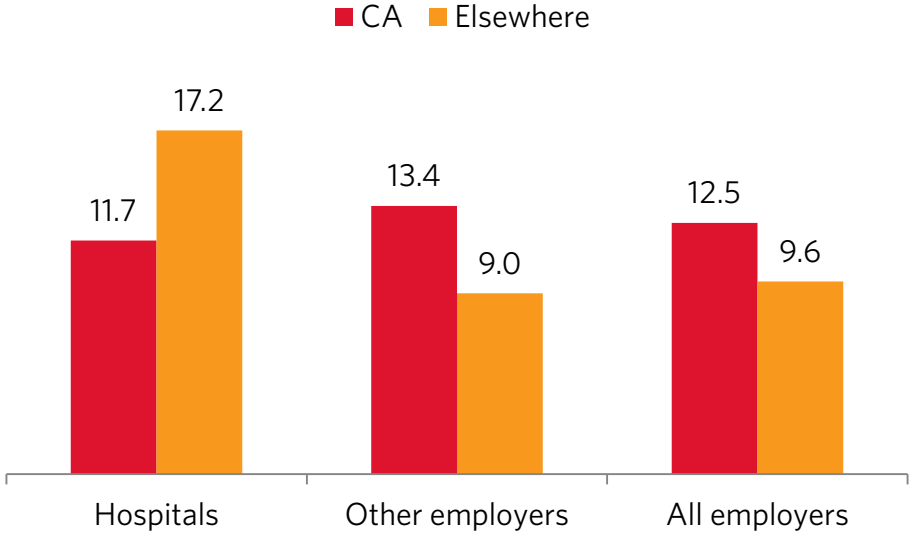


Figure 3 shows that CA hospitals have lower rates of intermittent leave than employers elsewhere. This contributes to an overall intermittent leave rate in CA that is below that of other states.

Figure 3: Intermittent FMLA leaves per 100 eligible employees

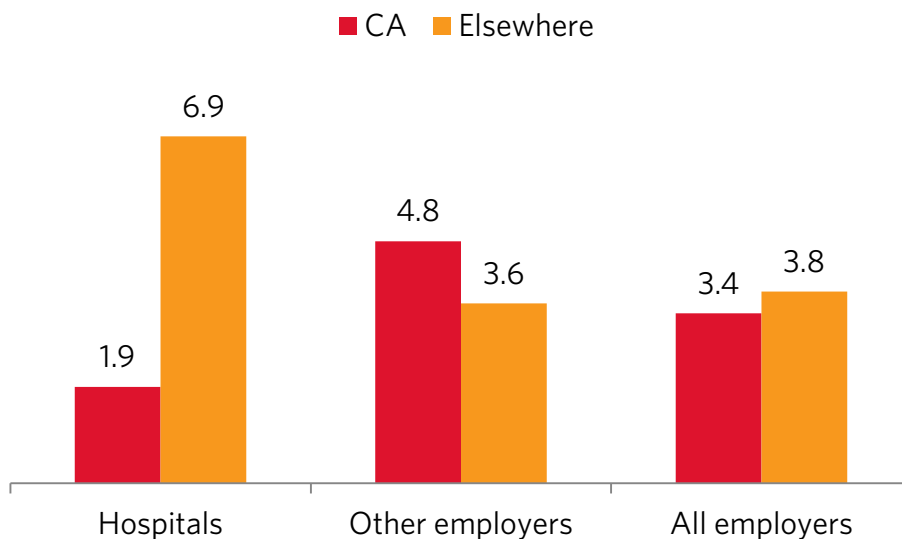


Figure 4 shows that denied leaves are an exception to the general pattern of FMLA leaves. CA employers have a higher denial rate than employers elsewhere.

Figure 4: Denied FMLA leave requests per 100 eligible employees



Analysis conducted June 2017 by Brian Gifford, Ph.D., Research Director, IBI.