

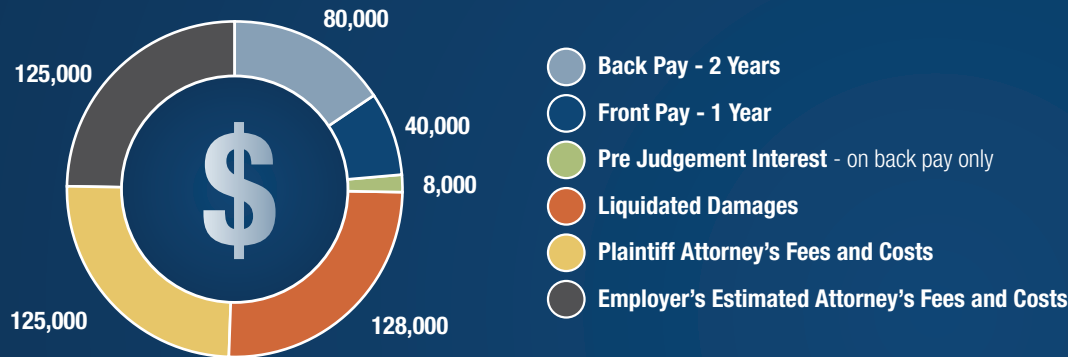
FMLA Facts

Family & Medical Leave Act stats from 2011

While the Family Medical Leave Act has been at the center of debates for years with its coverage and continuous changes, trends are showing it is valuable to employees and costly to employers if not managed effectively.

Cost of Losing an FMLA Claim at Trial

\$506,000



Assumes \$40,00/year salary, 2 years of unemployment until trial

Most Common Reasons Employees take FMLA Care

#1  Care for a parent

#2  Care for a Spouse

Number of U.S. Workers who took time to care for family members

4.1 million

Hours taken for Family Care

72 million

2 million more than in 2010

Leave Incidence

Employees are leaving less often...

-23%

Leave Duration

+38%

but they are leaving longer