



Improved Leaves

Why Leaves Matter



 **Vensure**
Employer Solutions



Today's Topic

Topic: Improved Leaves To Help Keep Your Employees

Why Leaves Matter

Description:

Employees want to be heard, they want to be understood, and they want to know they can trust their managers and the leadership of their organization. For employers, this means closing the financial and emotional gap between job security and personal/family care needs. Improved leave options can help retain existing employees and attract top talent and can be a company culture game changer!

Agenda Topics

- Why Do Leaves Matter
- Common Mistakes
- Leave Types and Creative Programs





Why Leaves Matter

Why Leaves Matter



- Life happens- giving birth, adoption, military leave, or a serious health condition.
- Employee Engagement
- Successful Company Culture
- Law Requirements
- Competitive positioning





The Employee Experience Everyone Feels The Leave



1. Proper Planning
2. Work Distribution
3. Restructuring
4. Communication
5. Temporary Back-up Support
6. Process Improvement
7. Overall Decision-making
8. Increased Workloads



Organizational Benefits



1. Reduced Stress

2. Improved Moods

3. Health and Wellness Boosts

4. Improved Productivity

5. Reduced Absenteeism

6. Get in front of “Bare Minimum Mondays” or “Quiet Quitting”

A woman in a light-colored blouse and dark trousers stands on the right, gesturing as if presenting. Three people (two men and one woman) are seated at a table on the left, looking towards her. The table has papers, pens, and coffee cups. The background shows a modern office setting with large windows and a whiteboard on an easel. The entire image has a blue tint.

Common Mistakes


Common Mistakes Leaders Make

1. Not understand the local, state and federal mandates
2. Not communicating rights and responsibilities
3. Not following common practice, and consistency for personal leaves or other incentives.
4. Not allowing equity in such programs
5. Delaying Response for Leave Request
6. Failure to Provide Notice
7. Asking for Too Much Medical Information
8. Expecting employees to perform work while on leave of absence.
9. Making comments that has employee feeling guilty of taking the leave.
10. Encouraging employee to return early for work purposes.
11. Inadvertently terminating an employee due to not approving a leave.



A woman in a light-colored blouse and dark trousers stands on the right side of the frame, presenting to a group of three people seated at a table. The seated individuals, two men and one woman, are looking towards the presenter. The table is set with papers, pens, and coffee cups. The background shows a modern office environment with large windows and a whiteboard. The entire image is overlaid with a semi-transparent orange filter.

Types of Leave and Creative Programs

A woman with her hair in a bun is smiling and holding a young child in a striped shirt. She is standing in a kitchen, looking down at a pan on the stove. The kitchen has a patterned backsplash and shelves with various items.

**Leave types,
and why they
are important
and what is
the balance?**

- Parental Leave
- Sick Leave
- Annual Leave
- PTO
- Jury Duty
- Bereavement Leave
- Religious Holidays
- Family Medical Leave
- Public Holidays
- Maternity Leave
- Paternity Leave
- Paid Family Leave
- Personal Leave





What are Some Creative Ways Your Company can Approach Leaves?

1. Allow employees to have flexible time off: to come in late or leave early.
2. Offer employees an option to make up time missed on another day.
3. Review increments in which time off can be taken.
4. Offer Unlimited PTO/FTO
5. Education Leaves
6. Birthdays Off with Pay
7. Mental Health Day
8. Wellness Day – Floating Time Off
9. Offer More Company Paid Holidays Off
10. Sabbaticals

Incentives to be Productive

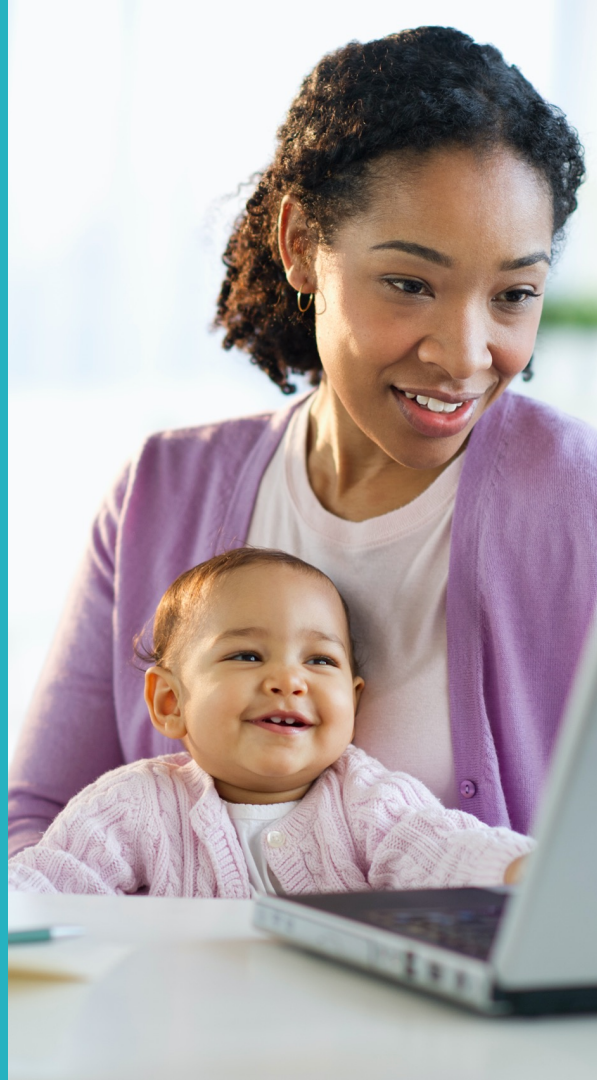
1. Early Friday releases after work is completed.
 2. Early weekends can help decompress from a long work week.
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Should employees have to worry about work and personal life?



Offering competitive or meaningful benefits such as unlimited PTO, flexible time off, parental leave, personal leave, sick time.



Employees should feel protected and not have to choose between work and taking care of themselves or a family member when it comes to job security.



Help close the financial and emotional gap between job security and personal/family care needs.

**Thank you
for your time.**

