



2026 NFP U.S.

Leave Management Report

Benchmarking and Insights into the
Future of Leave Policy, Administration
and Employee Experience



Presenter



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About Human Capital Solutions

Customized People and Talent Solutions

HCS provides tailored people and talent solutions to solve workforce challenges and drive business success. We cover the entire employee lifecycle from hire to retire. Our hands-on guidance and specialized expertise services clients globally, whether on a retained or project basis.

Compensation and Total Rewards

Benchmarking, Pay Structure Design, Incentive Plan Design

HR Operations

Leave Management, Employee Handbooks, Wellbeing and Engagement Strategy

Career Transition

Executive Outplacement, Business Restructuring, Redundancy Planning

Strategic HR

PEO Extraction, Employee Surveys, Mergers and Acquisition Consulting

HR Technology

HR Information Systems, Benefits Administration, Leave Management

International HR

International Labor Law, New Market Expansion, Cultural Integration

Recruiting

Executive Search, Retained Search, Recruitment Process Outsourcing

People Development

Executive Leadership Development, Career Pathing Design, Training Needs Analysis



About the Data

Respondents

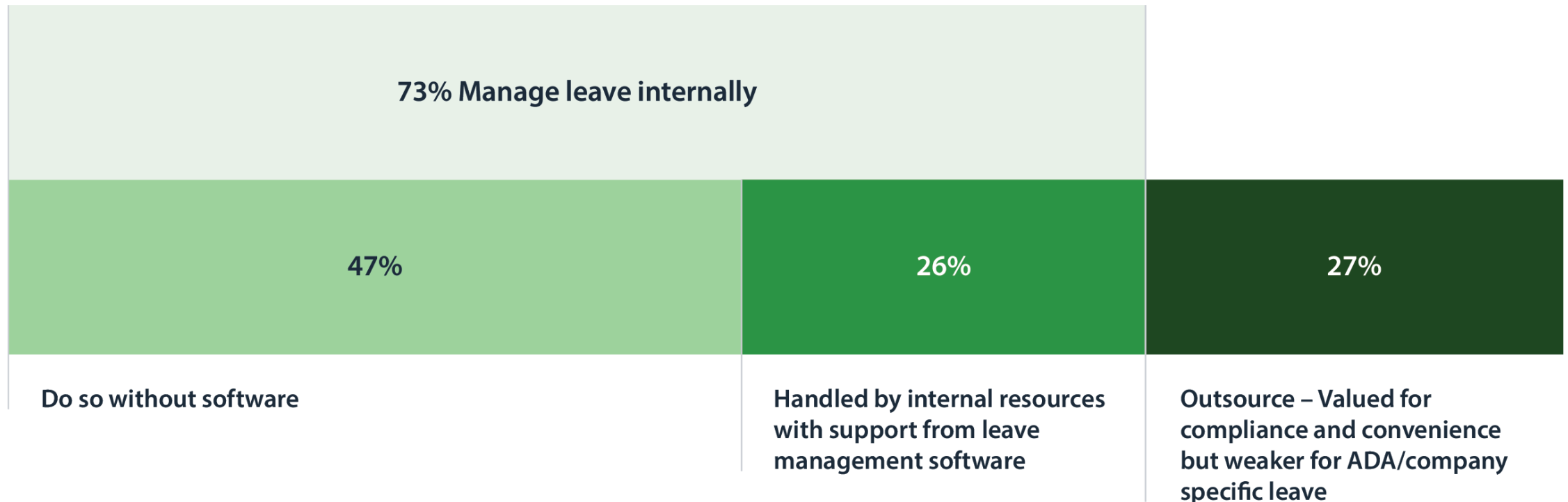
796 respondents with decision-making authority or input regarding organizational leave management policy.

Industries Represented

Nonprofit, healthcare, financial services, manufacturing, construction, government, education and more.

Administration Models Are Shaping Strategy

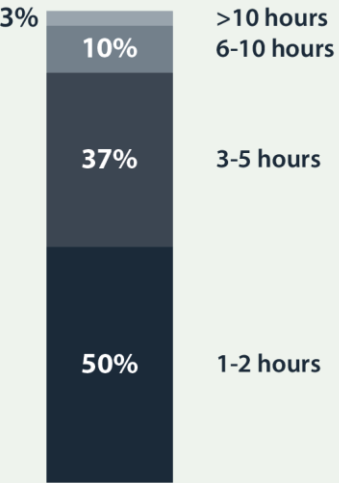
Nearly half of software users report no efficiency gains



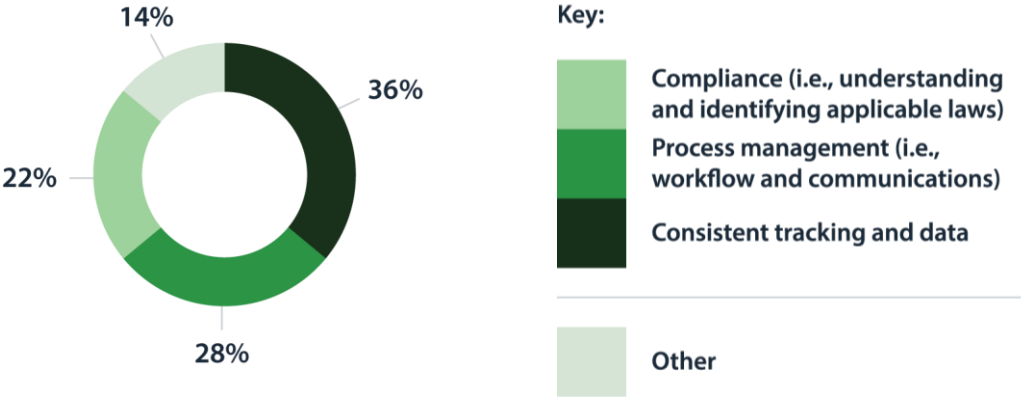
Administration Models Are Shaping Strategy

Teams are spending too much time on leave process management, consistency and compliance are concerns

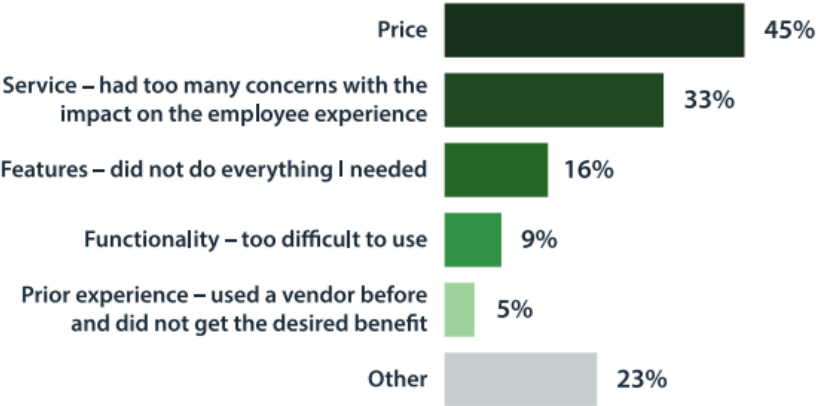
Hours Spent on Leave Admin
(per leave basis)



Areas In Need of Greatest Improvement



Inhibitors to Leveraging Software to Support Admin



Compliance at Risk

- Many employers rely on free resources
- Multi-state employers most exposed
- Manual processes that suffice for small firms become liabilities as operations scale

Means of Staying Informed of Leave Law Changes and Compliance-Related Issues





Technology and Utilization Gaps

- Software underutilized
- Many desire improvements

Software Impact

HR Team Experience		Change to Overall Process	
14%	Excellent	19%	Much more efficient
44%	Good	35%	Somewhat more efficient
31%	Average	40%	Neither more nor less efficient
11%	Poor/very poor	7%	Less efficient

Key Trends

Policy Evolution

Parental Leave

59%

of respondents offer parental leave, but 27% still don't distinguish between primary and secondary caregivers, creating legal risk and inequity.

Family Caregiver Leave

30%

of employers offer caregiver leave — far too few to meet the "sandwich generation's" needs.

Bereavement Leave

5

States are expanding coverage to include miscarriage and IVF loss; policies need clearer standards.

Maternity Leave

61%

of employees are missing out on the cost savings and compliance benefits of requiring state disability claims with maternity leave.

Menopause Leave

10%

of employers offer menopause accommodations, despite 20% of the workforce being in peak symptom years.

Benchmarking at a Glance

Sick Leave

52%

of employers offer comparable entitlements across states.

PTO

61%

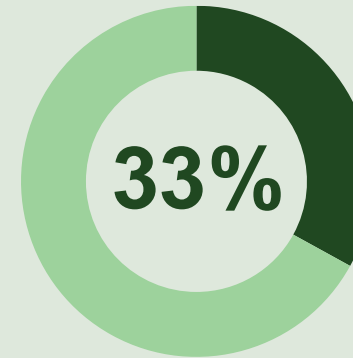
of plans include PTO-only, remaining dominant.

Vacation

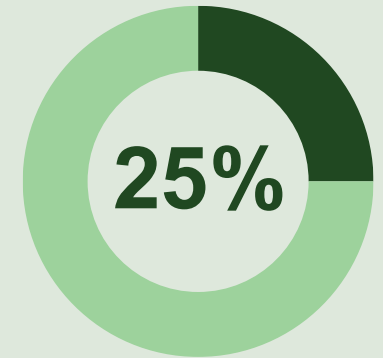
51%

offer vacation upon date of hire.

Maximum Time Off



offer 26 **vacation** days



offer more than 30 days of **PTO**

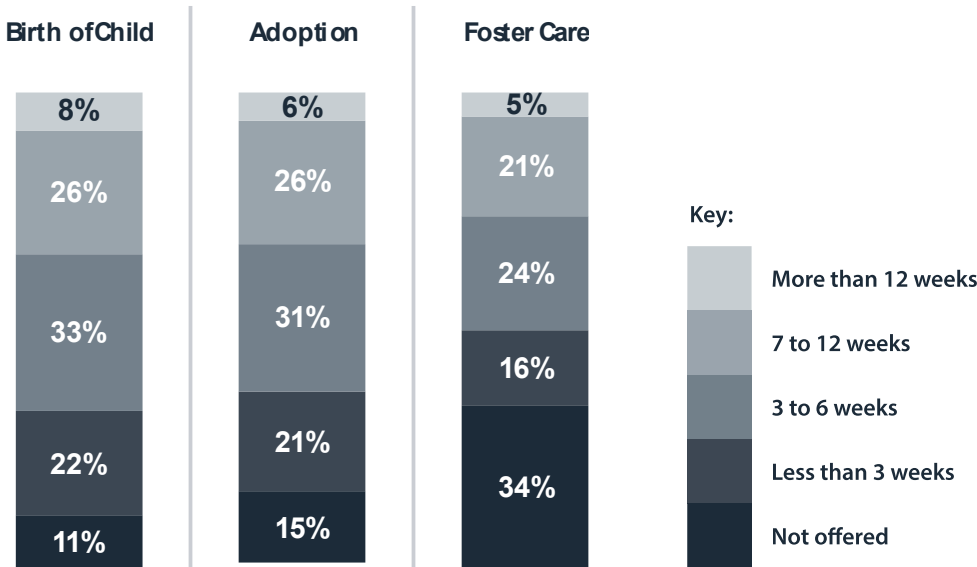
Benchmarking at a Glance

Maternity Leave

Integration with short-term disability and state programs is increasing.
Only 39% require state claims, missing cost-saving opportunities.

Parental Leave

Weeks of Full Pay Provided



Spotlight

Family Caregiver Leave

Paid time off to care for loved ones can reduce stress and increase productivity, but only 30% of employers offer it.

47%

offer 3 weeks or more.

25%

offer caregiver leave immediately.

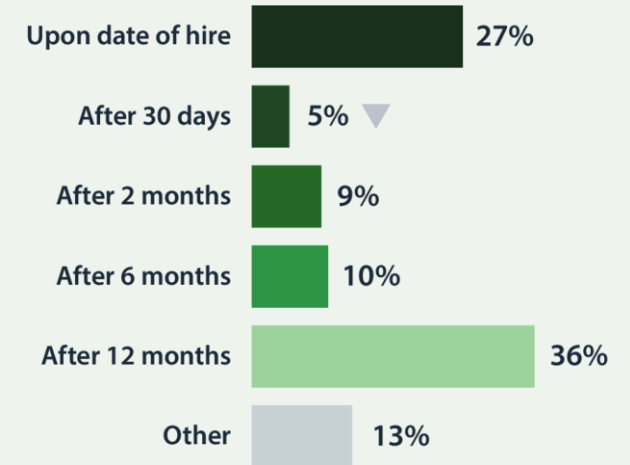
36%

offer it after 12 months of employment.

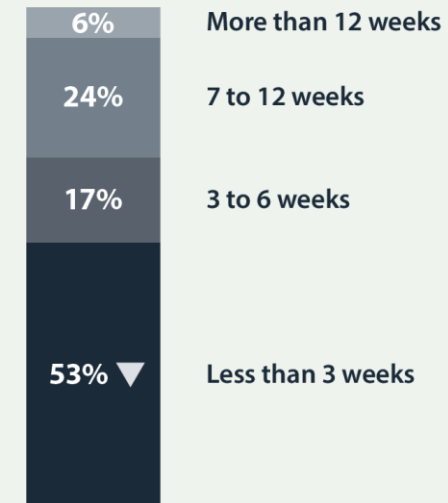
53%

offer less than three weeks.

Timing of Eligibility



Weeks of Full Pay Provided





Culture and Employee Perception

What matters:

- Inclusivity, flexibility and cultural acknowledgement
- Communication gaps persist



Currently, about 1 in 5 employers offer Summer Fridays, while another 1 in 5 plan to do so.

41%

offer additional flexible holidays like Christmas Eve or New Year's Eve.

44%

of employers offer Juneteenth.

76%

of employers believe their leave communications are clear, but only 63% say employees understand them.

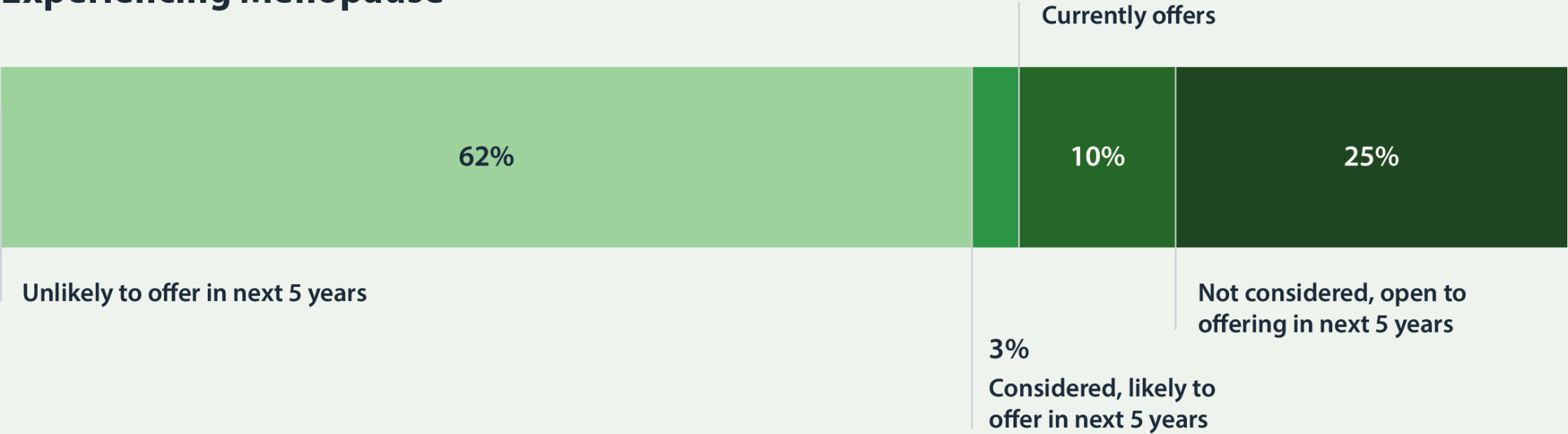


Spotlight

Menopause Accommodations

From Rhode Island's workplace protections to California's Menopause Care Equity Act, legislation is accelerating faster than federal efforts.

Accommodations for Employees Experiencing Menopause



Accommodations Currently Offered Within the 10%

Flexible worktime when experiencing symptoms	65%	Extra days off when experiencing symptoms	19%
Workplace/space accommodations	37%	Specialty benefits (e.g., hormone therapy)	14%
Additional health/wellness programs	21%	Other	35%

Strategic Implications for Employers

Quantify hidden costs of manual inefficiencies.

View vendors as strategic partners with defined roles.

Modernize equitable policies.

Leave programs; compliance requirement and cultural investment.





Partner with Human Capital Solutions

NFP's Human Capital Solutions experts partner with clients to help them align their leave programs with compliance, culture and workforce needs.

Services: Strategic HR planning, compliance review, leave program implementation, communication strategy, fractional outsourced leave administration support and more.



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