

**Comments on:  
“Absenteeism, Health, and Disability  
in a Large Working Cohort”**

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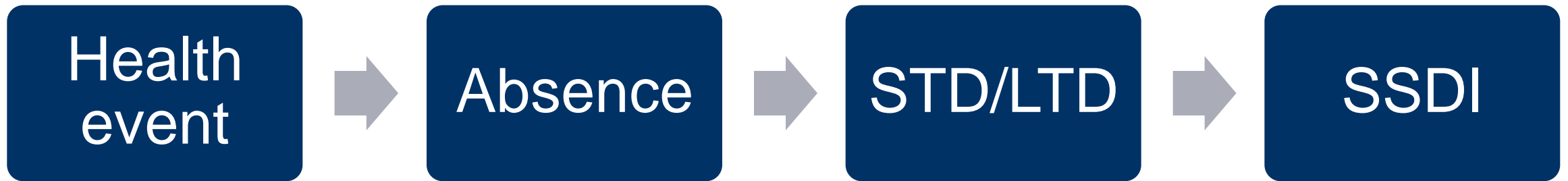
# Preliminary comments

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- **Important topic**
  - Examining role of absenteeism can suggest ways for timely identification of workers who need help to stay at work, avoid needless work disability
- **Intriguing data source**
  - Health care claims
  - Absences
  - Employer-sponsored disability insurance claims
  - Future match to SSA data (?)

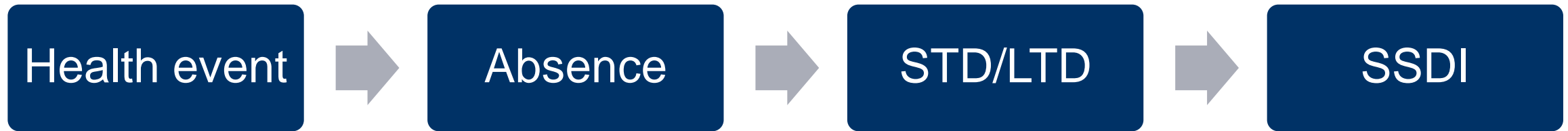
# A simple timeline of work disability

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# Questions related to disability timeline

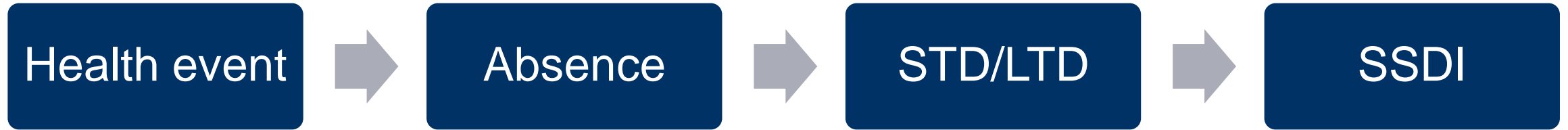
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- What is timing of health event vs. absence?
- In “real time”, what can be detected first—illness/injury (in health claims) or absence (in payroll data)?
- Did paid sick leave precede “unexcused” absence?
- Workers’ compensation: included or excluded?

# What has research shown about transitions?

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- **Medical conditions associated with presenteeism (Goetzel et al. 2004)**
- **FMLA leave (“covered” absence) linked to STD claims (IBI 2013)**
- **Information in STD/WC claim predictive of benefit exhaustion (Neuhauser et al. 2018; Contreary et al. 2018)**
- **LTD before SSDI (Autor et al. 2014, Lee Luca and Ben-Shalom 2018)**

# Ideas for consideration

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- **How does this sample of workers compare to other SSDI entrants?**
  - Diagnoses? Workplace benefits? Employer characteristics
- **Provide more context for the reader**
  - For example: how is employer intervening, if at all?
- **Consider perspective of different stakeholders**
  - What potential role/s for employer, physician, insurer, government?
- **Leverage the data to inform intervention design**
  - When? Who? How?

# Contact Information

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