



FMLA *by BASIC*



Intuitive Technology for an Increasingly Complex Regulation

Managing FMLA is challenging at best. Simply put – it's a risk not worth taking for your company. For HR Professionals, the paperwork alone is overwhelming and the potential litigation costs – well, that's another story.

Reduce Risk

With administration services ranging from simple outsourcing to HR consulting and absenteeism in union environments, we have the expertise to ensure your company doesn't become another FMLA headline.

Certified Experts

We built our proprietary FMLA technology with your organization's specific needs in mind, but most importantly our industry certified FMLA case managers take the time to thoroughly understand your unique business environment. As Federal and State laws continue to evolve, it's reassuring to know an expert is simply a phone call away.



FMLA Regulations

While on FMLA continuous or intermittent leave, your employee's absence needs to be certified, documented, and the employee's rights and benefits protected. Failure to adhere to any of the legal mandates could find you in court facing a lawsuit. And to make matters more complicated, some states have implemented their own mandates to lower the eligibility threshold, expand the definition of families, or increase the applicable uses for FMLA leave.

WHAT EMPLOYERS ARE UP AGAINST

AWARDED VERDICTS: Wrongful termination verdicts have skyrocketed by 60%. The median amount awarded is \$326,640.

CLAIMS ON THE RISE: FMLA claims increased from 12.5 to 14.9 per 100 eligible employees in one year.

COST TO DEFEND: It costs employers an average of \$78,000 to defend an FMLA lawsuit, regardless of outcome.

Compliance Pledge

BASIC handles all aspects of your FMLA Administration to the highest of standards and letter of the law.

- We start by reviewing your leave policies and recommend changes if necessary
- Expert outside administration provides consistent, non-biased, compliant administration of FMLA claims. This alleviates the influence of personal relationships or opinions on how claims are handled
- Complete certification process: we collect, review, approve and document all aspects of FMLA leave requests to ensure compliance
- We monitor and track attendance at required health care visits and clarify and authenticate Health Care Provider communication

Efficient Automation

- Online secure web form or Interactive Voice Response (IVR) call off system providing employees a consistent way to report FMLA absences 24/7
- Absences are then automatically communicated to the appropriate staff for the utmost efficacy
- Complete absence management for all unplanned absences, including FMLA



Beyond BASIC

We take administration to an extra level.

- Completely customizable for single or multiple locations
- Reliable tracking of continuous or intermittent leave events
- Integrated with Workers' Compensation
- Automatically capture STD claims and send to carriers via file feeds
- Progressive notifications when ADA may be a factor
- Proactive Return-to-Work tracking
- Industry Certified Case Managers
- Bilingual Spanish customer service

Proprietary Technology

Our custom built Employer & Employee FMLA Portals were designed with your needs in mind.



- Real time online access to all FMLA claims' statuses and remaining hours
- Robust queries for location, department, type and/or date range
- Built in flags and statistical trends to help pinpoint possible FMLA abuse, filtered by department or employee



For more information about any of our services or to speak with a sales consultant call 800.444.1922 x 3 or visit basiconline.com.