

5 COMMON FMLA MISTAKES

As Identified by the DOL

Not Recognizing FMLA



SOLUTION

BASIC certified case managers, supervisor training and BASIC's IVR line with Absence Management help alleviate this burden off employers

Direct Manager Involvement



SOLUTION

The BASIC Dashboard allows managers to see FMLA approvals and denials excluding any medical condition

Certification Assumptions



SOLUTION

BASIC utilizes a two-step claim process, clarification and authentication, in order to reduce the risk of inaccurate approvals

Failure To Track FMLA Time Properly



SOLUTION

BASIC handles every type of FMLA plan year and is also able to incorporate State FMLA leaves and company leaves

Terminations Without Consideration



SOLUTION

BASIC assumes the task of notifying employees the amount of FMLA time being applied and remaining

Solutions by *BASIC FMLA*



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.

Additional Services:

- BASIC Payroll
- BASIC COBRA
- BASIC FSA
- BASIC HRA