

MORE THAN JUST FMLA ADMINISTRATION

by *BASIC*

Do You Struggle With STD, ADA, RTW and Paid Leave?

We've got you covered...



Return To Work

BASIC's Solution

BASIC provides a proactive Return To Work (RTW) report directly to the employer on a regular basis so they can easily keep track of the return to work dates for all their employees. HR can see who is set to return and when, so they can act on getting their employees back to work in a timely manner. Supervisors also have the ability to run a Return to Work report for their department on the employer portal.



Paid FMLA

BASIC's Solution

Paid FMLA can be tracked using BASIC's integrated Absence Management service. When an employee reports an absence for the specific paid leave, the information can be reported to payroll. The employer's policy would need to be reviewed to ensure smooth implementation.



ADA

BASIC's Solution

When BASIC receives medical information indicating restrictions and limitations, we notify the employer immediately that ADA is a factor. Giving the employer the ability to take swift action. BASIC can also track leave as an accommodation by using a custom leave for an employer. This leave as an accommodation can apply prior to being FMLA eligible or after FMLA has exhausted.



STD Integration

BASIC's Solution

We Capture the STD Claim During the Call-In

BASIC's system is a single intake-hub for employees to submit their leave requests. When an employee submits a leave, BASIC will look to see if the employee has the STD benefit, if so, the STD carrier's blank claim form is automatically provided to the employee to complete. The employee will then send the form to their carrier and BASIC... saving the employer and the employee one step! We also have the capability to work with more than one carrier, as many of our clients have different disability carriers for different locations.

Automatic Feeds to the Carrier

Not only does BASIC provide the claim form to initiate the process. We'll go one step further by sending an automatic file feed to the STD carrier on an hourly or daily basis to notify the carrier of the claim. Giving the carrier the ability to manage it from there, by requesting more detailed medical documentation from the employee which is to be provided back to the carrier. The daily file feeds directly to the carrier allows the STD claim to be started quicker, ultimately with the goal of providing the employee with income replacement faster.



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.

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