

LEAVE SOLUTIONS



FloresHR Leave Solutions acts as an extension of your HR department by administering the day-to-day burden of FMLA paperwork and provides sound guidance on tricky leave and accommodation issues so that you can focus on your strategic efforts.

FloresHR Leave Solutions Offers:

- End-to-end FMLA, state and municipal leave laws, ADA, USERRA, personal leave, and disability management, including paperwork, communication, tracking, and reporting.
- Personalized service for you and your employees, including multiple phone calls and checkpoints throughout the leave process. **No automated emails or pre-recorded voicemails.**
- Coordination with your disability carrier or state insurance programs to streamline the process for the employee.
- Proactive conversations with employees that you suspect are abusing their leaves, allowing you to separate those conversations from other disciplinary action.
- A consistent, conservative, and compassionate approach.
- A dashboard where you can quickly monitor leave activity, download reports on demand with customized date ranges, view individual activity, and more.

Why Outsource?

- Are all your leaves being administered consistently?
- Are you up to date on all legal requirements and best practices?
- **So. Much. Paperwork.**
- Are your leave of absence/disability conversations *completely* separate from your performance and disciplinary conversations?
- Are you effectively tracking and monitoring all leaves?

Why FloresHR Leave Solutions?

Staffed with HR Professionals. Taking a leave of absence doesn't exist in a silo. It overlaps with other employment laws, policies, and practices. Your leave consultant understands the nuances of employment law and, more importantly, the overall employee experience.

Extension of Your HR Team. We act as an extension of your HR team, not as a 3rd party administrator. We mirror your company culture and practices and customize all our processes to meet your needs, not the other way around.

No Call Center. Your company will have a single point-of-contact. Your leave consultant gets to know you and your employees, creating a more fluid leave of absence experience.

High Touch. We operate with real, personalized interactions to get your employee through the leave of absence process smoothly. No automated emails or phone calls.

Please contact your business development partner at (800) 532-3327 or via email for additional information and pricing details.

