

# 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 is 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](http://basiconline.com).

### Additional Services:

- BASIC Payroll
- BASIC COBRA
- BASIC FSA
- BASIC Leave Management