

Family Medical Leave (FML) Communications

Employee education that is current and compliant

Constantly changing state and federal leave laws and regulations encourage employers to outsource FML administration. While outsourcing relieves Human Resources of approval and financial obligations, BCI plays a vital role in educating and communicating with employees about new leave reporting and approval processes.

Customer Value

- Full compliance with the FMLA and state leave laws.
- Reduces absenteeism costs - the total cost of employee absence averages 35 percent of base payroll.¹
- Increases employee productivity - employees say 16 percent of work productivity is lost due to concerns about personal issues.²

Advantages

- Communicates the latest changes to FMLA, disability plans and other leave programs
- Educates employees about how to initiate a leave request
- Complies with FMLA and state leave laws and regulations about employee communication
- Reduces confusion
- Drives employee acceptance through third party involvement
- Relieves Human Resources' time by reducing the administrative burden

“Managers can be held personally responsible for FMLA violations and companies can face expensive legal and settlement fees.”

Delivery Options

- Onsite, one-on-one meetings with trained Benefit Counselors
- Call center one-on-one with trained Benefit Counselors
- Self-serve through BCI's wholly-owned enrollment system with video technology
- Self-serve through third party enrollment systems with video technology

¹ Mercer, "Survey on the Total Financial Impact of Employee Absences," 2010.

² Harris Interactive, "Aflac WorkForces Report," February, 2011.

Contact BCI's Marketing Department for more information on FML communications.

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