

Confidence

In an age of dual incomes, paternity leave, and caregiving for aging parents, more employees apply for leave under the Family Medical Leave Act (FMLA), assuring that their job will be there for them. Yet, making sure these requests are legitimate, and implementing the law consistently and fairly, can be a headache for the Human Resources staff. Health Advocate's FMLA Support program, available for an additional cost, has the remedy for HR. Our medical experts do the legwork to clarify the appropriateness of FMLA requests, including contacting the certifying physician, if needed. We'll advise about what conditions are covered and ensure compliance with privacy laws. The burden is lifted, employers are protected from invalid claims, and they will save time and money.

Health Advocate **FMLA Support™**



HEALTH
Advocate™

Health Advocate FMLA Support™

Unbiased, independent support for medical leave requests

Your HR staff can rely on our independent team of highly trained medical experts to verify the validity of leave requests, ensuring that the diagnosis qualifies according to FMLA regulations. Our FMLA Support program, available for an added cost, protects against invalid claims. The program:

- Offers staff of specialists, experienced in working with providers, health benefits, medical issues and FMLA review
- Provides full review
- Contacts certifying physician for missing medical information
- Reviews certifications to ensure legitimate requests
- Fully informs about FMLA regulation updates
- Interprets regulations and FMLA qualifications
- Recommends second opinions, when necessary

The Health Advocate FMLA Support advantage: streamlines the administration of FMLA policy

- Supports the HR staff
- Ensures protection of the company and employees under federal regulations
- Independent, trustworthy team skilled in FMLA review
- Decreases invalid claims, absenteeism and unsubstantiated leave
- Increases productivity and employee satisfaction
- Saves time and money

Health Advocate **FMLA Support** offers seasoned experts to ease the burden of verifying medical leave requests. **It's what sets us apart.**

For more information

Contact Health Advocate or your broker to arrange a meeting to learn more about the Core Advocacy service and our spectrum of add-on solutions, including Wellness, Pricing Decision Support and HR programs.



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About Health Advocate

Health Advocate™, Inc., the nation's leading independent healthcare advocacy and assistance company, provides a spectrum of time- and money-saving solutions to more than 16 million Americans through its extensive employer and plan sponsor relationships. The company also offers a direct-to-consumer advocacy service, called Health Proponent®, to individuals who are not part of groups. Founded in 2001, the company is headquartered in suburban Philadelphia with sales offices nationwide.

Independent. Confidential. Convenient.

Health Advocate is not affiliated with any insurance or third party provider. Health Advocate does not replace health insurance coverage, provide medical care or recommend treatment.

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