

# Leave of Absence Management

Improve employee experiences, ensure compliance

Managing leave of absence (LOA) can feel like a juggling act for benefits leaders, touching everything from employee satisfaction to compliance risks. When the LOA process is confusing or inconsistent, it leaves employees feeling unsupported — and adds risk for HR teams navigating complex regulations. Compliance issues, like incorrectly managed FMLA leave or errors in pay calculations, can lead to significant costs, and defending an FMLA lawsuit can be steep. Employees deserve a smooth, clear leave experience, and benefits leaders need relief from the administrative and compliance load.

**Our LOA service, paired with AbsenceSoft technology, is here to help you achieve that balance.**

- **Reduce compliance risks:** With OSV handling the administrative details, you minimize exposure to compliance risks. We ensure accurate documentation, manage FMLA requirements, and monitor updates, reducing the chance of costly compliance issues and protecting your organization.
- **Create a more supportive experience:** By handling the logistics of leave management, we help make the process more straightforward and supportive for employees. From proactive communication to streamlined navigation support, our approach ensures employees feel informed and valued throughout their leave journey.
- **Simplify processes:** We handle every step of the leave process — from eligibility checks and leave approvals to employee tracking and return-to-work documentation — using Workday as your system of record. Our team provides employee policy guidance, data entry, and form management so you can stay focused on your strategic priorities.



## Our services include

 Employee help center for policy and procedure support

 Eligibility and approval management

 Workday record management

 Provision and management of all required forms

 Employee communication

## Why OneSource Virtual?



### Unmatched trust and simplicity:

We operate seamlessly within your Workday environment, eliminating data silos and extra work.



### Expertise in Workday:

As an exclusive Workday partner, we provide an end-to-end leave management solution in Workday, maximizing your investment while simplifying processes.



### Proactive support for your success:

We place your success at the core of everything we do, adapting to your needs as a vigilant, knowledgeable partner.

## The impact of smooth, supportive leave of absence management on employees

55%

are more motivated when they return

51%

feel an increased loyalty to their employer

56%

are more productive when they return

\*Stats from The 2023 Leave of Absence Experience and Business Impact Report conducted by our technology partner, AbsenceSoft.

## Connect with us today

Discover how OneSource Virtual can transform your organization's leave of absence management so you can focus more on your people and goals.



### OSV offices

Dallas, Texas | Phoenix, Arizona | Derry, Northern Ireland

[www.onesourcevirtual.com](http://www.onesourcevirtual.com)

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