



Helping you and your employees navigate Leaves in a changing environment

Canada's leading provider of Workplace Disability and Absence Management



ORGANIZATIONAL SOLUTIONS INC.
SOLUTIONS ORGANISATIONNELLES INC.

LEAVES REQUESTS ARE MORE COMPLEX THAN EVER

The Leaves landscape is surprisingly complex and ever-changing, with paid Leaves, unpaid Leaves, and laws at the federal, provincial, and municipal levels. It's crucial that you make well-informed decisions.

That's where OSI: Canada's leader in workplace disability management can help you navigate for success.



LEAVES MANAGEMENT COVERS A WIDE ARRAY OF LIFE EVENTS

- Maternity related
- Parental leave
- Compassionate care leave
- Leave related to critical illness
- Leave for victims of family violence
- Leave for court or jury duty
- Bereavement leave
- Medical leave
- Leave related to COVID-19
- Leave of absence for members of the Reserve Force
- and more

PROACTIVE, SIMPLE & TRANSPARENT: OUR LEAVES PROGRAMS SUPPORT YOUR GOALS

Organizational Solutions offers:

- Unparalleled knowledge of the Leaves environment and legislation
- Unique caregiving tools and information for your employees
- The right document flow - what documentation is required, and when
- Expert claims managers who closely follow each case
- Real-time reports and fact-based insights

MANAGE ORGANIZATIONAL RISK AND COST

Balance the corporate need to control cost and risk with employee wellbeing, to deliver true organizational health.

REMAIN COMPLIANT WITH LEGISLATION

We have our finger on the pulse of legislative changes, best practices and updates in disability management and keep our clients up to speed.

SUPPORT EMPLOYEES

Expert, empathetic care and understanding, along with high-touch communication.

LET US HELP YOU NAVIGATE EACH SITUATION WITH EASE

Changes in an employee's work or life situation can trigger the need for unpaid job protection, paid sick time, or paid family and medical Leave.

Experts at Organizational Solutions help you identify the roles and responsibilities for each Leave: the employee's, the managers and the human resources team. We examine the factors that impact a Leave, including:

- Company policy
- Collective agreements
- Policies
- Directives
- Legislation – Canada Labour Code, Employment Insurance Act and Provincial legislation



THE ORGANIZATIONAL SOLUTIONS DIFFERENCE

Experienced professionals,
including paralegals and
healthcare experts

Deep knowledge of the factors
that impact Leaves

Robust systems and procedures
that simplify and strengthen
people management



About Organizational Solutions Inc.

Organizational Solutions Inc. is a proud Canadian success story.

Started in 2003, the company has been built around one overarching vision:

**The right care, at the
right time, for the right
outcome.™**

Workplace absence and disability can have a tremendous impact, both financially and in human terms. But we can help with return to work and leaves programs focused on organizational health.

We specialize in claims management and secondary services for:

- Short Term Disability
- Workers' Compensation Management
- Leaves Absence
- Accommodation Services



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