



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 leave of absences landscape is complex and ever-changing, with paid leaves, unpaid leaves, and laws at the federal, provincial, and municipal levels. We'll support you with the information you need to make well-informed decisions.

Leaves management covers a range of life events including,

- Maternity/parental leave
- Compassionate care leave
- Critical illness
- Victims of family violence
- Court or jury duty
- Bereavement leave
- Medical leave
- COVID-19
- Leave of absence for members of the Reserve Force



Manage organizational risk and cost

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

Compliant with legislation

We stay well informed on the pulse of legislative changes, best practices, and updates in absence management.

Support employees

We communicate regularly with employees with expertise, empathy, and understanding.

We'll help you navigate every situation

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.

We'll help you manage administrative issues and define the roles and responsibilities of the employee, their leader, and your human resources team by examining the factors that impact the leave, including,

- Your company policy and collective agreements
- Directives
- Legislation – Canada Labour Code, Employment Insurance Act, and provincial legislation



Proactive, simple, and 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 and when, documentation is required
- Expert claims managers who closely follow each case
- Real-time reports and fact-based insights
- Ad hoc adjudication and case management for at-work employees who need accommodation





About OSI

Organizational Solutions Inc. is a proud Canadian success story. Founded in 2003, the company has been built around the overarching vision of providing the right care, at the right time, for the right outcome.

We have a national presence with 21 offices across the country. Wherever you are, we understand the local market.

Learn more at orgsoln.com

Connect with us at sales@orgsoln.com
or by calling **1-866-674-7656**.



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