An easier path to ADA administration

The road to a connected absence management program can prove difficult to navigate alone. It’s not clearly marked and its landscape changes quickly. The terrain is often rocky with plenty of obstacles along the way. And of course it always takes much longer to travel than you expect. For an easier, safer journey, you need an experienced guide. Let Cigna lead you along the path to coordinated absence management.

We can start by helping you administer Family and Medical Leave Act (FMLA) absences.

However, effective absence management goes beyond FMLA to other leave types, such as those permitted under the ADA. Those paths often intersect and if you’re traveling alone you can quickly lose your way.

Greatest challenges:

› **Coordinating leaves.** An employee’s FMLA-qualifying serious health condition may also qualify as a disability under the ADA.

› **Recognizing when an employee makes a request for a reasonable accommodation.** Employees may be entitled to leave as an ADA reasonable accommodation if they are not eligible for FMLA.

› **Establishing a consistent process.** The Equal Employment Opportunity Commission (EEOC) has increased its focus on ADA enforcement and a consistent employer process. Multi-million dollar discrimination settlements have become more prevalent.

The interplay between FMLA and ADA.

In 2015, the most common complaints among employees regarding their employers’ FMLA violations were:

1. Termination of employment
2. Discrimination
3. Employer’s refusal to grant FMLA leave

These FMLA complaints represent issues that may have qualified for ADA accommodations, including a leave of absence. A coordinated absence management approach could have avoided these complaints.

32% of employers are not using any type of system for managing and tracking ADA

26% of employers are not using any type of system for managing and tracking FMLA
Cigna Leave Solutions® – A fully-connected absence management solution.

We offer you a one-stop shop. We design a customized program to meet both your needs and the needs of your employees.

We’ve got your back. We can help you:
› Identify and track ADA events within the leave system
› Manage notifications and collect information
› Track leave time and industry-leading support with intermittent leaves as an ADA accommodation
› Provide support and recommendations to help navigate the interactive process
› Implement accommodations – we even cover the cost up to $1,000 per event
› Provide recommendations for follow-ups to help ensure the accommodation remains effective
› Integrate ADA events in standard reports

For more information about a coordinated absence management program, contact your Cigna representative or broker today.
Cigna.com/group-voluntary


Cigna does not engage in the interactive process which is the sole responsibility of the employer. Cigna Leave Solutions absence management services are not intended as legal advice and do not provide a legal opinion on any specific facts or circumstances. You are urged to consult a lawyer concerning your own situation and any specific legal questions you may have.

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation, including Life Insurance Company of North America and Cigna Life Insurance Company of New York (New York, NY). The Cigna name, logo, and other Cigna marks are owned by Cigna Intellectual Property, Inc.

881430 a 05/16 © 2016 Cigna. Some content provided under license.