

## AbsenceDirect Improves Absence Management for Bolt Manufacturing



*“The team has been swamped lately, with no sign of the workload letting up. To get on top of the current workload and focus on the future growth of Bolt we knew we had to do something. AbsenceDirect has taken away the paper files and manual processes - replacing this with automated eligibility, tasks, workflows, and not to mention a much happier team!”*

- Amy, VP of HR, Bolt Manufacturing



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### Overview

Bolt Manufacturing installed AbsenceDirect to manage employee leaves of absence, rather than simply tracking them. Introducing enhanced functionality to streamline operations has enabled the team to focus on returning employees to work.

### The Business Problem

The growing number of Bolt Manufacturing employees was proving too much for the HR department. They were drowning in paperwork, wading through the workload, struggling to process employees leaves of absence. Paper files were making it difficult for the team to find claim information when necessary.

On top of this, ever-changing FMLA, State, Municipal, and ADA regulations were making it difficult for the team to ensure they were in compliance. Employees leaves of absence were being approved unnecessarily to reduce the risk of litigation.

With the announcement of increased DOL on-site visits in December 2015, Bolt Manufacturing decided to make improvements to the HR department.

### Specific Goals

- Remove paper files and introduce a central depository
- Maintain up-to-date records of ever-changing regulations
- Introduce automated workflows and tasks
- Produce Supervisor reports allowing Amy to manage the HR team
- Install Supervisor and Employee Portals

### The Solution

The AbsenceDirect software solution has enabled Bolt Manufacturing to efficiently manage employee leaves of absence from beginning to end. The central depository ensures no claim information is lost, and all claim data can be easily exported in PDF format from the claim summary.

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Go to [ClaimVantage.com](http://ClaimVantage.com) to learn more about this automated absence management solution.

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