

# Return to Health<sup>®</sup>

Leave of Absence (LOA)  
Administration and  
Intake Services



**Understanding and keeping abreast of legislated Employment Standard Act Leaves of Absence can be a daunting task, especially if you have employees residing in various provinces across Canada.**

## Leave of Absence Management

Navigating the complexities of job-protected leaves, duration, eligibility, and employer responsibility can be overwhelming however, a necessary task to ensuring you are supporting and accommodating your employees.

The most frequent leave types are for maternity, parental and pregnancy leaves. However, leaves may be taken for many other reasons including family emergencies, compassionate care, and the more recent, Infectious Disease Leaves. While some leaves are governed federally, most leaves are set by provincial or territorial legislation.

## Free up your time and let us manage these leaves for you. You'll benefit from:

- ▶ Administration and management of all job-protected leaves across Canada that are covered under the Employment Standards Act, including maternity and other legislated leaves, as well as voluntary and involuntary leaves of absence.
- ▶ Dedicated Bilingual Intake Specialists who will assist the employee in their preferred language to determine whether the leave requested should be a medical leave or a legislated leave and provide them with the appropriate leave of absence package.
- ▶ Registration and tracking of the leave type, duration and key dates through our propriety absence management system, COLO.
- ▶ Access to real-time reporting at your fingertips!

**Contact us today to learn more about our Return to Health customized wellness and disability solutions for your organization or ask your Cowan consultant for more information.**

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