

HIGHLIGHTS

ExpressJet's investment in LeavePro improved business operations and demonstrated company support for employee wellbeing, inspiring confidence in the integrity of the leave process. LeavePro is providing:

ACCESSIBILITY: Enables at-a-glance access for managers and HR to employee leave entitlements, hours used and hours remaining.

CENTRALIZATION: Allows a one-stop-shop for employee questions, leave requests and eligibility determinations.

STRONG INTEGRATION: Provides access to all data on an integrated platform with a uniform process for reporting and tracking; ensuring leave management consistency.

ENHANCED REPORTING: Employees can report absence from various locations, without depending on access to a supervisor or HR representative, resolving scheduling logistics issues.

GREATER SAFEGUARDS AND COMPLIANCE: LeavePro user roles define access, providing greater protection for employee medical data and safeguarding against compliance violations. Rules engines ensure up-to-date compliance with complex state and federal leave regulations.

IMPROVED EMPLOYEE SATISFACTION: ExpressJet employees are both pleased and relieved to have a streamlined system that is easy to understand and navigate.



ExpressJet is the largest regional air carrier in the world. With a fleet of over 380 aircraft, serving 193 airports in 40 U.S. states, the District of Columbia, Canada, the Bahamas and Mexico; providing airline customers with over 1,800 daily scheduled departures. ExpressJet's diverse workforce of 8,600 employees is widely dispersed with employees working in multiple cities, states and countries.

CHALLENGES

High leave incidence: Creating the potential for operational disruptions in an industry where timeliness and accuracy are critical to success.

Decentralization: Absence reporting and management were highly decentralized.

Complexity: Company leaves were managed in-house while FMLA was managed by an external vendor.

Leave Reporting: A mobile employee population, often unable to communicate directly with supervisors.

THE REED GROUP AND EXPRESSJET SOLUTION LeavePro Absence Management Software

An integrated system of record for all leaves, with centralized tracking and reporting.

ExpressJet Human Resources were enabled to manage all leaves in-house, with access to automated eligibility determinations, and online state and federal compliance tools.

A single point of intake for employees to report leaves, regardless of location, time zone, employee group or schedule.

Reduced incidence and duration of leaves from effective management.