

NEWS ALERT



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FEDEX AND OCI TO PRESENT ABSENCE MANAGEMENT CASE STUDY AT NATIONAL DISABILITY CONFERENCE

CHEYENNE, Wyo. – FedEx and OCI are partnering to present an up-close look into the design of FedEx’s absence management program at the 12th Annual International Conference on Absence and Disability, July 15-18 in Boston, Mass.

The joint presentation is scheduled for 3 p.m. on Monday, July 16. Gus Lauer, FedEx managing director of disability, work/life and HCMP, and Dan Blaney, president of OCI, are scheduled to present.

The session, entitled “FedEx: Design of an Absence Management System,” will review the FedEx Human Capital Management Program (HCMP) and the absence management system that OCI built to support the program. The session will also highlight the challenges of managing a decentralized absence management team and explore how FedEx designed its absence system to overcome those difficulties.

“Our goal is to provide a clear sense of the complexities of the HCMP program,” Lauer said, “as well as an understanding of the value and utility the system provides our managers in performing their work each day.”

In addition to a review of the issues FedEx faced, the session will also offer suggestions for designing an absence management system, approaches for reporting and information sharing, and measurements of current program performance.

“OCI has been managing and analyzing FedEx’s absence data for 20 years,” Blaney said. “The development of their absence management tool was the next logical evolution in our partnership, providing them with a robust system that can serve as the backbone of their broader, strategic absence initiatives.”

With the costs of employee absence costing U.S. companies an estimated \$300 billion per year, absenteeism threatens the heart of businesses: their ability to produce quality goods and services and to satisfy their customers.

For more information on the conference, and to register for the session, visit www.dmec.org.

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About OCI

OCI helps the nation’s largest employers address one of their most expensive and complex business problems: the spiraling cost of health care. Through its integrated health and productivity model, OCI provides a holistic view of total benefits costs that enables employers to:

- More effectively deliver the health-related programs their employees need
- Identify opportunities for targeted management and improvement of benefits programs
- Improve the overall health and productivity of their employees