

Turn Complex Leave Laws into Clear, Defensible Decisions



Managing leave has become one of the most **complex** and **risk-prone** responsibilities in HR.

Mitratech Leave changes that.

Where Leave Processes Fall Apart

✘ No clarity on what applies

Multiple federal, state, and company policies intersect, leaving HR unsure what actually applies

✘ High stakes, low margin for error

One incorrect leave decision can lead to audits, penalties, or disputes with real legal and financial impact

✘ Processes that don't scale

Spreadsheets, manual reviews, and disconnected systems create unreliable outcomes and heavy administrative burden

✘ Speed without certainty

AI can generate answers quickly—but if the same inputs don't produce the same outcome, the decision can't be defended

A Better Way to Determine Leave

Mitratech Leave is HR's compliance co-pilot—purpose-built to turn complex leave scenarios into clear, consistent, and defensible decisions.

Traditional tools track leave. Mitratech brings together the right laws and policies for every case. Equipping HR to move faster, explain results, and support employees with clarity and confidence when it matters most.

1

Capture the scenario

Employee details, leave context, and the facts that matter are collected through guided interactions.

2

Apply the rules

Federal, state, local, and company policies are evaluated together so nothing critical gets missed.

3

Return a clear assessment

HR gets eligibility, entitlements, overlapping coverage, and next-step compliance guidance in one place.

Purpose-Built for Leave



Deterministic Rules Engine

Same inputs. Same outcome. Fully explainable & defensible



Explainable by design

See exactly which rules applied and why the determination landed where it did.



All rules applied—at once.

Federal, state, local, and company policies evaluated together, no gaps.



Built for scrutiny.

Every decision is audit-ready with a record, a trail, and a trace ID you can point to later.



AI supports the workflow—not the decision.

AI-guided interactions help capture the right data and move cases forward, but the rules engine determines outcomes, keeping HR in control.

The result: less risk, less manual work, and consistent decisions you can stand behind.



Take the Guesswork out of Leave Management.

Mitratech replaces uncertainty with clear, defensible answers—so HR can move faster without increasing risk.