



Loudon-Monroe HR Association Labor and Employment Law Seminar: FMLA Tips and Traps

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Introduction



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The Basics

- **What is an FMLA Qualifying SHC?**
- **What Constitutes Notice?**



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The Process

- **Notice of Rights & Responsibilities**
- **Medical Certification**
 - **Required?**
- **Designation Notice**
 - **Provisionally Designate?**



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Tracking Leave



- Block Leave
- Reduced Schedule Leave
- Intermittent Leave
 - Notice of Use/Company Policy
 - Re-Certification
 - Temporary Re-Assignment



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Accountability



- Communication/Status
- Not a Get Out of Jail Free Card
 - Side Work
 - Misuse/Fraud



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Return to Work



- Same Position
- Substantially Similar Position
- ADA Implications



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Leave in Excess of 12 Weeks (FMLA)



- How Much?
- Hold Job Open/Replacement?
- Potential Termination?



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Conclusion



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Thank you!

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