



# FMLA Breakout Session

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Healthcare Problem? Call 513-598-2929

# FMLA Overview

- What is FMLA?
- What employers are covered by FMLA?
- What employees are covered by FMLA?
  - Who can use FMLA?
  - When can FMLA be used?





# FMLA Overview

- What is a “Serious Health Condition?”
- Military Family Leave
  - Up to 26 Weeks
- Types of absences/leave
  - Continuous/Intermittent/Reduced Schedule



# FMLA Overview

- FMLA Administration is more complex
  - Regs exist at federal, state & local level
  - Wider use of leave by employees
  - Privacy a top concern
  - There are several hard deadlines in FMLA
- Poor FMLA processes lead to more time off



# CDB FMLA Administration

- State of the art technology
- Customizable & compliant processes
- Administration integrated with other non-FMLA leave
- CDB can accept time & attendance files
- CDB can accept demographic files





# CDB FMLA Administration

- Complete Absence Tracking
  - Absence intake & processing
- Determine Allowance of Leaves
- Medical Certification Processing
- Leave Correspondence & Notifications
- Premium collection/reporting
- Return to Work





# CDB FMLA Administration

- Thorough Audit & Comprehensive Reporting Tools
- Supervisor/Mgmt/Employee Training
- HR Online Self-Service







# Product Demo

 FMLA System

 Employer Portal



# What's changing?

## *And Employer FMLA Pitfalls*

- ❁ *The DOL expects to increase the frequency in which it comes on-site during an FMLA investigation.*
- ❁ Self Audit (or outsource it)
- ❁ Employer Paid Leave??
- ❁ DOL Top 10 Employer Violations

