

Chapter 20 Outline

Covered Employers and Eligible Employees
Leaves of Absence for Eligible Employees
Leave Schedules
The Relationship of FMLA Leaves to Other Forms of Paid or Unpaid Leave
Health Benefits During the Leave
Additional Protection for Employees
Exception for Highly Compensated Employees
Prohibitions for Employers
“Serious Health Condition” Defined
Spouses Employed by the Same Employer
Employee Responsibilities
Employee Transfers to Alternative Positions
Change or Termination of Employment
Special Considerations for Unionized Employees
Employer Penalties for Non-Compliance
The FMLA’s Effect on State Laws
Regulations
Important Points for Management

Competencies

1. Identify which employers are subject to the Family and Medical Leave Act (FMLA) and which employees are eligible for leave and related benefits under the Act. (pp. 307–308)
2. Describe important rules regarding employee leaves under the FMLA. (pp. 308–309)
3. Explain prohibitions for employers, how “serious health condition” is defined, and what a husband and wife who both work for the same employer are entitled to request under the FMLA. (pp. 309–310)
4. Summarize employee responsibilities under the FMLA. (p. 310)
5. Identify two provisions regarding the transfer of employees receiving FMLA leave to alternative positions, and describe the FMLA’s position on altering or terminating the employment of employees on FMLA leave. (pp. 310–311)
6. Describe the FMLA’s effect on union collective bargaining agreements and outline employer penalties for non-compliance with the FMLA. (p. 311)
7. Describe the FMLA’s effect on state laws. (p. 311)
8. Summarize FMLA and Department of Labor regulations regarding notification of employees about the FMLA. (p. 312)