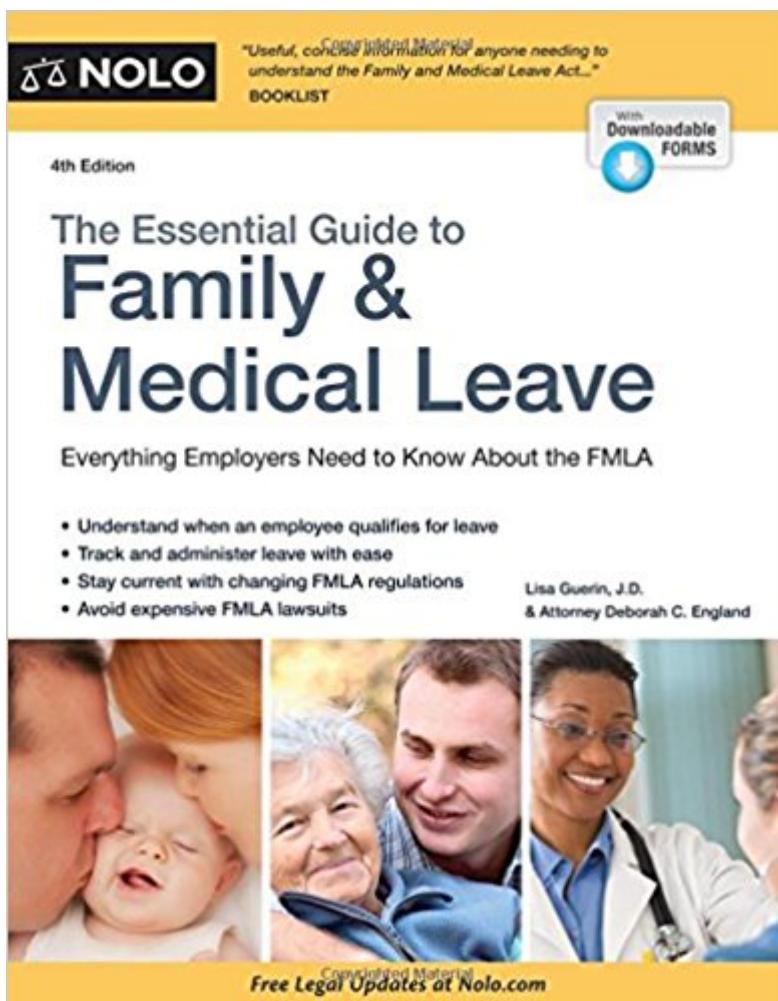


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Essential Guide To Family & Medical Leave, The



Synopsis

The federal Family and Medical Leave Act (FMLA) helps employees balance the demands of work and family. But the law can be hard to apply in the real world. Questions about eligibility, coverage, notice and certification requirements, administering leave, reinstating benefits, and much more can challenge even the most experienced managers. This book has the plain-English answers to all of your tough questions about the FMLA, including recent amendments and new regulations that expand the law's scope. It provides detailed information, real-life examples, sample forms, and tools to help you meet your legal obligations. The 4th edition covers all the latest changes to the FMLA, including new regulations on military family leave, proposed regulations on same-sex couples, new cases defining key terms, and updated information on state family and medical leave laws.

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"Useful to everyone trying to comprehend the issues and follow the rules." Booklist"Specialists in employment law, Guerin and England offer advice to employers and personnel officers on abiding by the US Family and Medical Leave Act (FMLA). Their topics include an overview of family and medical leave, determining whether an employee is covered, leave for serious health condition, leave for a new child, how much time an employee can take, giving notice and designating leave, certification, managing an employee's leave, reinstatement, how other laws affect FMLA leave, and record-keeping requirements." Eithne O'Leyne, Editor Ringgold, Inc. ProtoView

The FMLA has had big changes—has your company kept up? The federal Family and Medical Leave Act (FMLA) helps employees balance the demands of work and family. But the law can be hard for employers to apply in the real world—especially now that the rules for administering it have significantly changed and the FMLA has been expanded to include military family leave. This book has the answers—in plain English—to every employer's tough questions about the “new and improved” FMLA. It provides detailed information, sample forms and tools that will help you and your managers figure out: who is eligible for leave, what types of leave are covered, how much leave employees may take, and how to comply with notice and other paperwork requirements. The 4th edition covers all of the latest changes to the FMLA, including the new regulations interpreting the law, court decisions and much more.

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