

Family and Medical Leave Act (FMLA) Consulting Services

› *Lighten your FMLA burden and reduce the risk of litigation*

Since its enactment in 1993, the Family and Medical Leave Act (FMLA) has posed a myriad of challenges for employers. Managing FMLA requirements can be complex and time-consuming for even the most seasoned professionals, especially when you add in the more than 20 states with varying leave regulations.

Yet, if the law's provisions are not applied correctly, employers are exposed to increased costs, lost productivity and possible litigation. **FMLA Consulting Services** from J. J. Keller can help your company ensure compliance with FMLA requirements and minimize the law's burden to your organization.

Policy Development or Review

We'll assess your company's FMLA management objectives and create a policy that is appropriate for your organization and compliant with all federal and state requirements applicable to your company. Or, if you already have a policy in place, our experts will review it and make recommendations on how to make it more effective.

Awareness Training

We'll come to your facilities and present customized FMLA training that aligns with your company policy.

We can train your HR staff, supervisors, and employees on the:

- › Criteria for employee eligibility and qualifying reasons
- › Employer's right to require a certification and recertification
- › Importance of employee communication (documentation and deadlines)
- › Consequences of employees not meeting their requirements
- › Specifics related to your company (process for calculating the 12-month period, requirements for substituting accrued paid time off, employee expectations for status reports and requirements for fitness-for-duty certification)

You will also have the chance to ask our experts your specific FMLA questions.

FMLA Program Assessment

We will:

- › Review your existing and past FMLA cases for compliance
- › Establish procedures for consistent, effective FMLA case review
- › Implement best practices for FMLA administration
- › Provide ongoing guidance on future cases



Family and Medical Leave Act (FMLA) Consulting Services (cont.)

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Who Needs To Comply?

The FMLA applies to all:

- Private-sector employers with 50 or more employees for 20 or more workweeks in the current or preceding calendar year
- Public agencies with any number of employees, including state, local and federal employers and local education agencies (schools).

Why Is Compliance Critical?

- Granting leave incorrectly can cost your company in productivity, morale, resources and profits.
- Denying an eligible employee FMLA leave puts your company at risk for a damaging lawsuit which, on average, costs \$78,000 to defend.
- The law is constantly changing, with even more changes proposed, making it important for companies to have policies and training that reflect the latest requirements.

Why J. J. Keller?

We have over 60 years of experience helping organizations improve compliance. Each month, our team of regulatory experts:

- Researches and monitors federal and state employment law
- Writes and publishes HR whitepapers, newsletters, and manuals
- Answers hundreds of HR compliance questions from customers
- Contributes articles on HR topics to magazines and newspapers.

As industry leaders in compliance, we even design and produce our own line of employment law posters. In addition to our FMLA Consulting Services, we also offer an I-9 Compliance Assessment, a Wage & Hour Compliance Assessment, HR Policy Development, and Temp Agency Audits.

Take a proactive approach to FMLA issues.

Contact us today for a no-obligation discussion.

888.473.4638

JJKellerservices.com



Our expertise.
Your advantage.

