

FMLA Administration

UMR offers a simpler solution

Employers face increasing challenges when administering complex federal and state family and medical leave laws. UMR understands those challenges and offers our customers expert Family and Medical Leave Act (FMLA) administration.

A multitude of rules and regulations

Some of the biggest compliance concerns for employers stem from the ever-changing FMLA laws.

Since its passage in 1993, the federal Family and Medical Leave Act has given eligible employees up to 12 weeks of protected unpaid leave during a 12-month period.

In addition to federal regulations, most states have passed their own FMLA laws.

Some of the administrative responsibilities include:

- Determination of eligibility
- Determination of a qualifying event
- Notification of determinations to the employee and the employer
- Concurrent tracking of time taken against available time for federal and all applicable state laws

Non-compliance with these laws can result in out-of-control absenteeism, loss of productivity and lawsuits from employees.

But UMR can help.

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What is FMLA?



FMLA (Family and Medical Leave Act) refers to both federal and state family and medical acts. Federal eligibility requirements include:

- One year of employment with the company
- 1,250 hours worked in the last 12 months with the company

Examples of qualifying events are:

- An employee's own serious health condition
- Caring for the serious health condition of a family member
- Birth and first-year care of a child
- Adoption or foster care placement of a child in your home
- Caring for a spouse, child, or parent armed forces service member with a serious injury incurred while serving in active duty
- Qualifying exigency arising from a spouse, child, or parent armed forces service member ordered to or serving in active duty

Employees who are eligible and have a qualifying event:

- Have their jobs protected (they are allowed to return to the same job or an equivalent job)
- Maintain their health care benefits



A simpler solution

Given the complexities associated with FMLA administration, more and more employers are considering ways to alleviate the stress and hassle by outsourcing these responsibilities to FMLA experts.

Here are a few of the reasons why:

- Administering FMLA requires knowledge of federal and state laws that may be difficult for human resources departments to stay current with in order to remain compliant. Outsourcing guarantees compliance with experts in FMLA regulations.
- The required record keeping, especially for intermittent leaves, can be difficult and time consuming. The system we use can track federal and state leaves down to intervals of one minute.
- UMR can also administer company-specific plans that offer more generous leave policies than federal and state acts.

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- Approximately two-thirds of FMLA leaves are concurrent with short-term disability and need similar information to approve the leave. UMR offers an integrated FMLA and disability product that streamlines the process for both the employee and employer.

If you are interested in finding out more about our FMLA administration program, contact your UMR representative.



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