

FMLA Quiz

1. Private Employers are FMLA required if they employ 75 or more employees within a 50 mile radius. Yes No
2. An Employee must have worked 1250 hours within the last 12 months to qualify for FMLA. Yes No
3. An Employee must communicate their need for FMLA in writing and must specifically mention FMLA in order to qualify. Yes No
4. Managers and supervisors can be held personally liable for FMLA violations. Yes No
5. Second and third medical opinions are at the expense of the employee or their family members Yes No
6. If an Employee fails to notify Human Resources of the need for FMLA within 45 days of the leave commencing, an Employer can delay the requested leave by the same number of days. Yes No
7. Employees must be informed in writing within 10 business days of the disposition of the FMLA request. Yes No
8. An Employer should terminate the Employee's health coverage when FMLA starts and send the COBRA qualifying event letter. Yes No
9. An Employer can terminate an FMLA Employee's health coverage for non-payment of premium. Yes No
10. An Employer can require an employee to exhaust all their paid time off before requesting FMLA. Yes No
11. If an Employer willfully violates FMLA, double damages can be awarded. Yes No
12. COBRA and FMLA can run concurrently. Yes No
13. An Employer must have a written FMLA Policy. Yes No
14. An employee can continue their participation in Dependent Care and Medical Reimbursement Accounts of their FSA while on FMLA Yes No