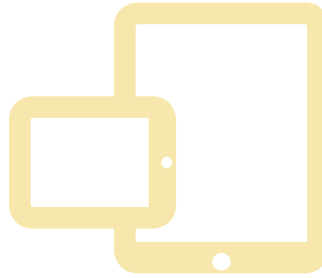


## Understanding the Family and Medical Leave Act Online Training Program



Our E-Learning Programs are **FREE** to all CIRMA members.

### Course Description:

Over a lifetime, a person may experience a number of "life-changing" events. Some can be joyful, such as a birth or an adoption. Others can be stressful or tragic, such as a catastrophic illness or devastating injury. For many years, people had to make serious life choices when events such as these occurred. They found themselves torn between taking care of themselves or loved ones and keeping their jobs.

In an attempt to help provide balance, Congress passed and President Bill Clinton signed The Family and Medical Leave Act which went into effect on August 5th, 1993. In this course, the learner will gain understanding of the act's basic provisions as well as the final rules issued by the Department of Labor that went into effect in January, 2009.

**Time:** Approximately 30 minutes [Preview the Understanding the Family and Medical Leave Act online training program here.](#)

### Learning Objectives:

- Identify the basic provisions of the Family and Medical Leave Act
- Recognize the changes made to the FMLA as a result of the Department of Labor's final rules

### Key Topics Include:

- Who Is Covered?
- What Are the Eligibility Requirements for Employees?
- When Is FMLA Applicable?
- Serious Health Condition Defined
- Requiring Certification
- Maintaining Health Benefits
- The "Key Employee" Exception
- Department of Labor "Final Rules"
- National Defense Authorization Act for FY 2008
- Final Regulations – Employee Notice Requirements
- Final Regulations – The Medical Certification Process
- Final Regulations – "Categorical Penalties"

*To access CIRMA's E-Learning Center or to see a complete schedule of CIRMA's instructor-led Training & Education programs, please visit –*

[www.CIRMATraining.org](http://www.CIRMATraining.org)

To register for this course, please contact your organization's E-Learning Administrator.