

# AVOID POTENTIAL FMLA VIOLATIONS

**Overview**—The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees of covered employers with unpaid, job-protected leave for specified family and medical reasons.

**Cracking Down**—The U.S. Department of Labor (DOL) is focusing more of its resources on enforcing FMLA compliance through employer audits. The agency has been ramping up its efforts and taking a more aggressive approach in its investigations.

**Powerful Figures**—In 2017, there were **1,165 complaint cases** brought to the DOL. Of the cases, **50 percent** were “no violation.”

- The two most common reasons for complaints were **termination (493)** and **discrimination (314)**.
- **Over \$1.4 million** in back wages were recovered for an affected **634 employees**.

**Resources**—The following resources provide an easy-to-understand overview of the FMLA and offer tips for ensuring compliance.

- *The Family and Medical Leave Act: Common Questions*
- *The Employer’s Roadmap to the FMLA*
- *FMLA Guidelines (by state)*

**Questions or concerns? Contact Better Business Planning, Inc.!**

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