

# FMLA: Letter for Repayment of Health Care Premiums

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Dear [Employee Name],

This letter is regarding the repayment of health care insurance premiums during your leave of absence from [Company Name] from [Start Date] to [End Date]. We continued your insurance coverage and paid premiums amounting to \$[Amount] based on your assurance that you would return to work after your leave. However, as you have informed us that you will not be returning to your position, we request reimbursement for the health care premium costs incurred during your leave of absence to maintain the coverage.

You have two options for repayment. You may pay the required amount in one lump sum payment within 10 days of the date of this letter. Alternatively, you may pay in three equal installments of \$[Amount] over a 60-day period, with the first payment due within 7 days of the date of this letter.

Please inform us of your decision within 14 days of the date of this letter. Failure to do so will result in us initiating proceedings to compel you to repay the debt owed to the company.

Please note that repayment letters are only applicable to employees who do not return to work following FMLA leaves in circumstances permitted under 29 CFR 212(b) and 29 CFR 825.213.

The amount shown in this letter is the total cost of coverage, net of received employee contributions, incurred by the company during your period of FMLA absence.

Sincerely,

[Your Name]

# **Sample Letter To Request An Fmla Second Opinion**

**Daniel F McAuley**



## **Sample Letter To Request An Fmla Second Opinion:**

*The Postal Record* ,2005      *Complete Guide to Human Resources and the Law, 2021 Edition* Dana Shilling,2020-08-05

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*the Law, 2022 Edition (IL)* Dana Shilling,Pro Rfza,2021-09-22 The Complete Guide to Human Resources and the Law is an invaluable tool for the HR professional who needs to place legal principles and developments in the context of the practical problems he or she faces every day The law as it relates to human resources issues is an ever growing ever changing body of information that involves not just court cases but also statutes and the regulations of administrative agencies The Complete Guide to Human Resources and the Law brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource Amazon com      **Wage Hour Compliance Handbook, 2016 Edition** By Dorinda D.

DeScherer,2015-12-07 Wage Hour Compliance Handbook Practical Guide to Law and Administration is the most comprehensive reference available to payroll practitioners human resource managers and business owners This one of a kind reference includes plain English explanations of the laws and how they affect you The information for each state is organized in the same manner making it fast and easy to cross reference The following topics are included for each state Deductions from wages Minimum wage Overtime Payday law Garnishment and other court orders Child labor Meal and rest periods Jury duty Prevailing wages Equal pay act Family and medical leave Military leave State posting requirements Includes Numerous Tools to Make Your Job Easier In addition this unique resource provides numerous tools to help you comply with all wage hour requirements including Time and money saving tips Checklists State law summaries Court case analyses Forms Posters Directories of state and local wage hour contacts Web sites Index And much more      **Complete Guide to Human**

**Resources and the Law, 2020 Edition** Shilling,2019-08-23 The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues You ll know what to do and what not to do to avoid costly mistakes or oversights confront HR problems legally and effectively and understand the rules The Complete Guide to Human Resources and the Law offers fast dependable plain English legal guidance for HR related situations from ADA accommodation diversity training and privacy issues to hiring and termination employee benefit plans compensation and recordkeeping It brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource Previous Edition Complete Guide to Human Resources and the Law 2018 Edition ISBN 9781454899945

The Manager's Guide to HR Max Muller, 2013-08-01 Managing people is a tricky business and managers and small business owners need a clear understanding of the essentials of human resources to survive The original edition of The Manager's Guide to HR gives you an introduction to the regulations rights and responsibilities related to hiring and firing benefits compensation documentation performance evaluations training and more However much has changed since then Extensively revised this second edition covers all the key areas of the original edition and brings you up to speed on current developments in employment law including How social media is changing the recruitment landscape Shifting labor standards regarding compensation and benefits The National Labor Relations Board's stance on work related employee speech on social media The Employee Retirement Income Security Act New record keeping requirements Amendments to the Family and Medical Leave Act and the Americans with Disabilities Act Featuring step by step guidance on everything from COBRA compliance to privacy issues The Manager's Guide to HR is now once again the most up to date invaluable resource any manager of personnel could have

**Legal Aspects of Emergency Services**, 2016-12-14 Legal Aspects of Emergency Services introduces members of fire and emergency medical services to the legal system in the United States showing them how various types of laws affect their work in emergency services After studying Legal Aspects of Emergency Services students will be able to identify situations in their work environment whether at incident scenes or at the station that reflect federal state and local laws or may require the assistance of an attorney The knowledge gained through this text can influence emergency responders words and actions in legally sensitive situations Legal Aspects of Emergency Services meets and exceeds the Fire and Emergency Services Higher Education FESHE Program Legal Aspects of Emergency Services course outcomes Chapters progress from a general foundation in the U S legal system to general types of laws and then to the more specific types of laws affecting emergency services covering the legal aspects of topics such as Patient privacy Emergency medical care Public information transparency Technology use Civil rights Employment benefits Employee safety Employer employee relations Community rights Legal Aspects of Emergency Services also includes Decisions from influential court cases Fictional case studies Clarifications of tricky legal concepts State laws involving emergency services Legal Aspects of Emergency Services is designed to provide responders with some basic legal knowledge so that when faced with a legal quandary they may remember the core principles discussed throughout this book and recognize the need to seek qualified legal advice The law affects everything responders do in their daily activity especially when functioning as an agent of a fire or EMS department Fire fighters are calculated risk takers They risk a lot to save a lot and conversely risk nothing to save nothing and they often find themselves operating within the gray area of those two extremes Having an understanding of the law as it applies in different situations allows the prudent fire fighter EMT supervisor manager or officer to manage legal exposure There are times when it may be necessary to assume greater legal risk because it is the right thing to do There are other times when a legal risk is not worth any potential benefit As a result it is important for those in fire and EMS

disciplines to have a passing knowledge of the law and how it affects them in their profession     *The Book of Company Policies* National Institute of Business Management,2001     **Human Resource Management** Robert N. Lussier,John R. Hendon,2021-01-11 Written for both HRM majors and non majors Human Resource Management Functions Applications and Skill Development equips students with the skills they need to recruit select train and develop employees Best selling authors Robert N Lussier and John R Hendon explore the important strategic functions that HRM plays in today s organizations A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook expands coverage on topics such as diversity and inclusion AI employee engagement and pay equity and features 17 new case studies on a range of organizations including Starbucks and its response to the COVID 19 pandemic This title is accompanied by a complete teaching and learning package Digital Option Courseware SAGE Vantage is an intuitive digital platform that delivers this text s content and course materials in a learning experience that offers auto graded assignments and interactive multimedia tools all carefully designed to ignite student engagement and drive critical thinking Built with you and your students in mind it offers simple course set up and enables students to better prepare for class Assignable Video with Assessment Assignable video available with SAGE Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life Assignable Self Assessments Assignable self assessments available with SAGE Vantage allow students to engage with the material in a more meaningful way that supports learning LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site     **The FMLA Handbook** Robert M. Schwartz,2006     *Wage and Hour Cases* ,2000     *HR How To* Robyn J. McCain,Susan Cumming,2003-01-01 CCH KnowledgePoint Essential HR Solutions t p     Labor Policy and Practice: Labor relations Bureau of National Affairs (Arlington, Va.),1953     **Labor Relations Reporter** ,2004 Each binder has a distinctive title 1 Analysis news and background information 2 Labor management relations decisions of boards and courts 3 Labor arbitration and dispute settlements 4 4A State laws 5 Wage 6 6A Wage and hour manual 7 Fair employment practice 8 8A Fair employment practice manual 9 Individual employment rights 9A Individual employment rights manual 10 Americans with disabilities cases and Labor relations expediter v 12 pt 1 2 Master index     **Mental Health Practice and the Law** Ronald Schouten,2017-03-31 Mental health professionals more than any other clinicians encounter legal issues on a regular basis This is a book for anyone in the field at any stage in their training or practice who has ever found themselves scratching their head in confusion or dreading that they will expose themselves to liability as they navigate the complexities at the interface of law and mental health Written by established experts and the rising stars of the next generation the 16 chapters in this book offer readers a basic understanding of legal principles encountered in clinical practice as well as practical advice on

how to manage situations at the interface of law and clinical practice Using case examples and clear language this book helps clinicians understand the underlying principles behind the legal requirements of clinical care It aims to enhance the reader's knowledge of legal issues and ability to deliver good clinical care when those issues are encountered This book is unique in that it is first and foremost for mental health clinicians in training and those already in practice While it is not a textbook for lawyers or forensic clinicians forensic specialists and other professionals who encounter mental health issues in their work such as law enforcement professionals will benefit from its practical and clear discussion of legal and mental health issues

**Daily Labor Report** ,2005-06      **Labor Cases** Commerce Clearing House,2007 A full text reporter of decisions rendered by federal and state courts throughout the United States on federal and state labor problems with case table and topical index      **Federal Regulations, Part 825** United States. Employment Standards Administration. Wage and Hour Division,2009      **The Essential Guide to Family & Medical Leave** Lisa Guerin,Deborah C. England,2024-06-25 What employers must know about FMLA leave for both on site and remote workers The federal Family and Medical Leave Act FMLA helps workers balance the demands of work family and personal care But for employers knowing how to apply this law fairly and legally can be difficult especially when it comes to tracking intermittent leave completing the proper paperwork and determining eligibility for different types of leave What's more related and sometimes overlapping workers compensation statutes and state leave laws add complexity such that any misstep can create frustration for both managers and employees This book provides answers in plain English to every employer's tough questions about the FMLA It provides detailed information sample forms and checklists and other tools to help company managers and human resources personnel figure out who is eligible for leave what types of leave are covered how much leave individual employees may take and how to comply with notice and other paperwork requirements This indispensable guide from experienced employment law attorneys has already helped thousands of companies learn how to respect employees rights while simultaneously protecting their business interests The 7th edition includes changes to state family and medical leave laws and new material on handling leave requests by remote workers      **Employee Benefit Plan Review** ,2002

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