

FMLA: Letter for Repayment of Health Care Premiums

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]

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Robert N. Lussier, John R. Hendon



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

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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

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