

Fmla Tracking Spreadsheet Template

Jack R. Meredith, Scott M. Shafer

A red circular graphic with a gradient, appearing as a partial circle on the right side of the slide, overlapping the grey bar.

Fmla Tracking Spreadsheet Template:

State of Iowa Family and Medical Leave Act Policy ,1996 **Finding a Fix for the FMLA** Nicole B. Porter,2015 When the Family and Medical Leave Act was enacted in 1993 it was considered landmark legislation as the first statute that contained an affirmative obligation on some employers to provide up to twelve weeks of unpaid leave for certain enumerated reasons including for the birth or adoption of a baby to care for a family member with a serious health condition or because of the employee s own serious health condition Yet despite the promise of the FMLA many scholars argue that its faults outweigh its benefits Critics complain about the large percentage of the population not covered by the FMLA the fact that the FMLA provides leave for only narrow enumerated reasons and thus does nothing to help alleviate the day to day work family conflict experienced by most parents and caregivers and the fact that the FMLA only requires unpaid leave and thus offers little benefit to lower income caregivers who most need the protection Over the years scholars have proposed many solutions to the FMLA Most involve expanding coverage of the FMLA expanding the reasons for which employees can take FMLA leave and providing for portion type of paid leave Despite these numerous suggestions to fix the FMLA this Article takes a different perspective and thus offers a different solution This article considers the perspective of employers who also criticize the FMLA Specifically employers complain about the complexity of figuring out who has serious health conditions and tracking intermittent leave they also complain about the potential and actual abuses of the serious health condition provision of the FMLA After considering this perspective I propose a two part solution The first part of my proposal is to sever the FMLA coverage for the birth or adoption of a baby and the long term care of family members care of others from coverage for one s own serious health condition self care and coverage for very short term absences to care for others The FMLA would continue to cover the birth or adoption of a baby and leave to care for family members but only when the anticipated leave is longer than ten days in length It would not cover short term absences for minor illnesses and injuries The second part of the proposal is the enactment of a separate statute to address short term absences for both the care of others and self care This proposal would accomplish something significant It would curb the many abuses of the FMLA and greatly decrease the complexity of the statute This would in turn decrease employers hostility towards the FMLA If the FMLA leave is not viewed negatively by employers perhaps they would be more willing to support or less willing to oppose other reforms that could provide increased coverage or even some form of income replacement Spreadsheet Templates and Applications in the Management of Operations Jack R. Meredith,Scott M. Shafer,1987-09-01 Contains spreadsheet templates capable of handling a variety of operations management problems using Lotus 1 2 3 and provides powerful data to graphics capabilities Includes a matrix relating the chapters in this manual to the chapters of 14 popular operations management textbooks The templates are menu driven so they are easy to use Designed to be flexible and powerful the templates can be used to solve a wide range of problems from typical homework assignments to more advanced case analysis The Spreadsheet Notebook Westport

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