

EXPERT SOLUTIONS

FMLA Administration

YOUR TRUSTED PARTNER

Administering job-protected leave under the Family and Medical Leave Act (FMLA) demands precision, consistency, and awareness of evolving state and federal regulations. Charles Taylor provides comprehensive FMLA administration services that simplify compliance, reduce internal burden, and ensure employees receive the benefits they're entitled to. With extensive regulatory expertise, we deliver reliable, customized solutions that protect your organization and empower your workforce.

FEATURES

- › Proactive compliance support and legal policy reviews
- › Streamlined leave tracking and activity reporting
- › Single point of contact for consistent communication
- › Experienced account managers with leave expertise
- › Customizable employer portal with reporting access
- › Integration with national absence management software



BENEFITS

- › Ensure consistent, compliant FMLA administration
- › Reduce internal workloads and free up HR resources
- › Improve employee experience through clear communication
- › Lower risk of compliance violations
- › Gain real-time visibility with customizable reporting
- › Support smoother return-to-work transitions



SERVICES

Eligibility Management

- Guidance on determining employee eligibility under federal and state FMLA laws
- Compliance with 12-month and 1,250-hour service requirements
- Case management for intermittent, consecutive, and reduced schedule leaves

Leave Reason Evaluation

- Birth, adoption, or foster care placement of a child
- Care for an employee's serious health condition
- Support for an immediate family member's medical needs
- Leave related to military deployment or service

Policy & Benefits Coordination

- Legal review of internal leave policies
- Coordination with group health benefits continuity
- Enforcement of job restoration obligations
- Support for integrating paid time off (PTO)



10.7%
of the U.S. workforce is on
FMLA leave at any given time

14.2 DAYS
is the average duration
of FMLA leave

**With over 140 years of experience
and 5,000 clients nationwide,
Charles Taylor is your industry
leading, trusted partner.**



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Expertise You Can Trust.