**QUIZ – FMLA Supervisor Training**

1. **If an employee has worked with the company for 12 months (even if not all together), they may be eligible for FMLA unless:**

* **They are a part-time or short-term employee.**
* **They are under the age of 18.**
* **They have not had 1250 hours of service in the past 12 months.**

1. **FMLA does all of the following EXCEPT:**

* **Provide pay for employees.**
* **Hold job/pay and certain benefits for employees.**
* **Protect employees from discipline for FMLA absences.**

1. **FMLA can be “on and off” – True or False?**
   * **False – Employees must take FMLA in a chunk of continuous time.**
   * **True – An employee can take reduced schedule or intermittent leave in some cases.**
2. **In general, employees may take off for caring for themselves or spouse, child or parent. What reason for leave is NOT appropriate for FMLA purposes?**
   * **Taking off to care for a newborn, adopt or foster a child.**
   * **Taking off to serve in the army reserves.**
   * **Taking off to care for a next-of-kin cousin who has been injured in military service.**
   * **Taking off to arrange childcare when a spouse is being deployed.**
3. **A serious health condition under the FMLA is one that:**
   * **Requires inpatient care or continuing treatment**
   * **Requires hospitalization or surgery**
   * **Affects physical (not emotional) health**
4. **The following steps are all good for managers to take, EXCEPT for:**
   * **Listen to reasons an employee needs time off for any potential FMLA reasons.**
   * **Call HR when an employee may need FMLA leave.**
   * **Try to determine if an employee has worked enough hours to qualify for FMLA.**
   * **Show support for the employee on leave.**
5. **For employees who need time off to serve in the military or to be deployed, USERRA leave can help. USERRA is different from FMLA in the following ways:**

* **USERRA offers more leave and requires reinstatement based on the escalator principle.**
* **USERRA offers less leave and does not require reinstatement.**
* **USERRA is paid leave with benefits paid for by the employer.**

1. **What other types of leave may be available in NC?**
   * **Lactation breaks**
   * **Domestic Violence**
   * **School/Parental and Juvenile Court Orders**
   * **All of the above.**

**ANSWER KEY – FMLA Supervisor Training**

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