

These are some samples of questions to be covered at a presentation of Overtime, Family Medical Leave and Other Matters on Thursday, May 17<sup>th</sup> at the 1:30

Presenter – William Michalski U.S. Department of Labor, Wage and Hour Division.

If you have other questions that need an immediate answer, please let me know at the beginning of the presentation and I will try to respond.

You may also send suggestions by email to [Michalski.William@dol.gov](mailto:Michalski.William@dol.gov).

### FLSA – Fair Labor Standards Act

1. Overtime and the difference between dispatchers and sheriff officers.
2. Compensatory time off.
3. 240hrs – 480 hours
4. Are all public employees to be paid overtime after 40 hours?
5. Are state employees salaried or hourly?
6. Volunteers?
7. Sleep Time?
8. 24 hour EEs.
9. 7 day work week? Sun thru Sat – Thurs thru Wed?
10. Paid bi-monthly?

### FMLA – Family Medical Leave Act

1. Can an employer make me use my vacation if I am on FMLA and receiving STD or workmen's comp?
2. My girlfriend went in labor Monday night and called me at work. I went to the hospital immediately and the baby was born 28 hours later on Wednesday. My ER won't give me FML for Monday or Tuesday and charged w/2 points. How can he do that?
3. Can my employer videotape me while I am on intermittent leave?
4. My boss/supervisor asks me (frequently/every week/every day) if I really need that much FMLA for my back/surgery, etc.
5. What if I do not want to take my vacation pay. Can my employer force me to use my vacation time and pay- I have plans to go on vacation in three months.
6. Must the employer inform the employee of the number of weeks of FMLA used and still available?
7. What, if any, documentation is needed for leave to care for a newborn or newly adopted child?
8. Can the FMLA be used to take care of in-laws, grandparents, aunts, uncles, adult children?

9. How often can an employer require documentation of a serious health condition?
10. What qualifies as “care” of an eligible family member?
11. What rights do spouses who work for the same company have?
12. What is an exigency?
13. How many weeks can a parent who takes care of a wounded veteran take?