

Policies regarding FMLA

Information compiled October 27, 2006

The Question: Do you run FMLA benefits concurrent with the use of workers compensation?

Ben Franklin Transit says... Yes, we do.

Clallam Transit says... The answer I received is that we are not now running them concurrently, but we are evaluating doing so in the future.

Community Transit says... Community Transit does run FMLA concurrent with Workers Comp disability periods.

CUBS says... Yes as soon as we know that a workers comp. injury fits the FMLA criteria for a "serious health condition" (which most of them do if they are being treated by a physician and have authorized time loss) we designate it as FMLA and send notice to the employee.

Grant Transit says... I am the only GTA employee...therefore the FMLA does not apply to Grant Transit Authority,

Grays Harbor Transit says... Yes we inform the employee in writing that FMLA runs concurrent with workers compensation.

Intercity Transit says... Yes – they could.

Island Transit says... The answer is "yes". If they get paid L&I, they sign the check over to us for the days we paid out vacation/sick leave. They then get those days back on the books.

Jefferson Transit says... We would follow the law which is driven by the specific situation.

Link Transit says... We do run FMLA concurrent with L and I . We have actually put FMLA information on the back of our accident reports so that our employees get that information as soon as the injury occurs. If you'd like a copy we can send it to you.

Mason Transit says... Thus far we have not had this issue come up within our agency since we have brought the contract in house. However, if I had to make a decision on the fly I would say yes. I would most likely run them concurrently.

Pacific Transit says... We have not had to deal with any FMLA issues so I do not know how to answer.

Pullman Transit says... The City of Pullman's policies are set up so that we could run L & I and FMLA concurrently. We do not do that in practice. It just seems like a bad thing to have someone get hurt at work, force them to use their FMLA, and then if they or a family member have a serious illness, they have no protection. So, we do not follow that practice at the present time.

Skagit Transit says... Yes, FMLA and General Leave or L&I can run concurrently.

Twin Transit says... We don't qualify for FMLA, too small of an employer.

Valley Transit says... We are not FMLA. We have under 50 employees.

Whatcom Transit says... That would be "yes."