

FMLA History

- Federal law enacted in 1993
- Helps employees balance work and family
- Federal law allows states to include more expansive provisions



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Amount of Leave Allowed

- FMLA allows 12 weeks of unpaid leave for the care of:
 - A newly born or adopted child
 - A spouse, child, or parent with a “serious health condition”
 - Your own serious health condition

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Amount of Leave Allowed (cont.)

- FMLA allows substitution of paid leave in certain circumstances, including:
 - Vacation leave
 - Sick leave
 - Short-term disability insurance
 - Worker’s compensation leave

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Serious Health Condition

- Physical or mental condition
- Pregnancy or prenatal care
- Chronic, serious condition



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Serious Health Condition (cont.)

- Multiple medical treatments
- “Bonding” leave



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Medical Certification

- We may request medical certification for a serious health condition
- Certification includes:
 - A statement of the need for time off
 - The starting date and the expected duration

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