**FMLA Summary and Resources**

**Family Medical Leave Act**

* Entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.
* Some states have versions of FMLA laws as well.

What Employers are Covered?

Those with 50 or more employees

What Employees are Covered?

* Those that work at a site with 50 or more employees within a 75-mile radius
* Has been employed with the employer for at least 12 months
* Has worked at least 1250 hours during the previous 12 months

What Must Employers Do?

* Provide up to 12 weeks of unpaid leave in a 12-month period for the serious  
  health condition of the employee or a family member, for the birth  
  or adoption of a child, or because a child, parent or spouse of the  
  employee has been called to active duty in the military
* Provide up to 26 weeks of unpaid leave during a 12-month period to care for  
  a spouse, child or parent who is an injured member of the military

Additionally

* Restore a returning employee  to the same or a substantially equivalent position held prior to taking leave
* Must not retaliate against employee for taking leave
* Must inform employees of FMLA rights
* Post the [required FMLA poster](https://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf)
* [The Employer's Guide to the Family and Medical Leave Act](http://www.fmlainsights.com/wp-content/uploads/sites/311/2016/04/FMLA-Guide-for-Employers.pdf)