

# Family and Medical Leave Act (FMLA)

<b>What is FMLA?</b>	The federal <a href="#">Family and Medical Leave Act</a> (FMLA) requires certain employers to provide some employees with <b>unpaid, job-protected leave</b> due to certain family and medical reasons.
<b>Which employers must offer FMLA leave?</b>	Employers with <b>50 or more employees</b> for at least 20 workweeks in the current or prior calendar year. <a href="#">Click here</a> for more information.
<b>Which employees are eligible for FMLA leave?</b>	Employees that: <ul style="list-style-type: none"><li>• Have worked for the covered employer for at least 12 months;</li><li>• Have worked for at least 1,250 hours during the previous 12 months; and</li><li>• Work at a location where the employer has at least 50 employees within 75 miles.</li></ul> <a href="#">Click here</a> for more information.
<b>How long can an employee be out of FMLA leave?</b>	Up to 12 weeks in a 12-month period for: <ul style="list-style-type: none"><li>• The birth or care of a newborn child;</li><li>• A serious health condition of the employee or an immediate family member; or</li><li>• An adoption or foster care placement.</li></ul> <a href="#">Additional requirements apply</a> for employees with military servicemembers in their immediately

	family.
<b>Must FMLA leave be taken all at one time?</b>	No. FMLA leave <a href="#">may be taken</a> intermittently or as part of a reduced schedule.
<b>Must an employer maintain an employee's health benefits while he or she is on FMLA leave?</b>	Yes, and employees <a href="#">must continue paying premiums</a> as they did before taking FMLA leave.
<b>Are employers required to provide FMLA notices to FMLA-eligible individuals?</b>	Yes. Employers are generally required to: <ol style="list-style-type: none"> <li>1. Post the <a href="#">General FMLA Notice</a> in the workplace.</li> <li>2. Distribute the General FMLA Notice in the employee handbook or to employees at the time of hiring.</li> </ol> <p><a href="#">Additional notice requirements</a> apply when an employee requests FMLA leave.</p>
<b>Do states have their own family and medical leave laws?</b>	Yes. <a href="#">Click here</a> for more information.
<b>Can employers that offer <u>paid</u> family and medical leave qualify for a tax credit?</b>	Yes. <a href="#">Click here</a> for more information.