

Family and Medical Leave

May 19th, 2011



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A Division of First Niagara Risk Management, Inc.



Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) is a federal law that became effective on August 5, 1993.

- Established to assist employees in balancing their work and family life
- Requires employers, public and private, to provide up to 12 weeks of unpaid leave, health care benefits and job protection
- Applies to employers with 50 or more employees that have been on the payroll for 20 or more weeks in a calendar year

Employees are eligible when:

- Worked for an employer a minimum of one year
- Worked for a minimum of 1,250 hours during the 12 months prior to the start of the FMLA leave and;
- Employed at a location where at least 50 employees are working within a 75-mile radius





Qualifying Events

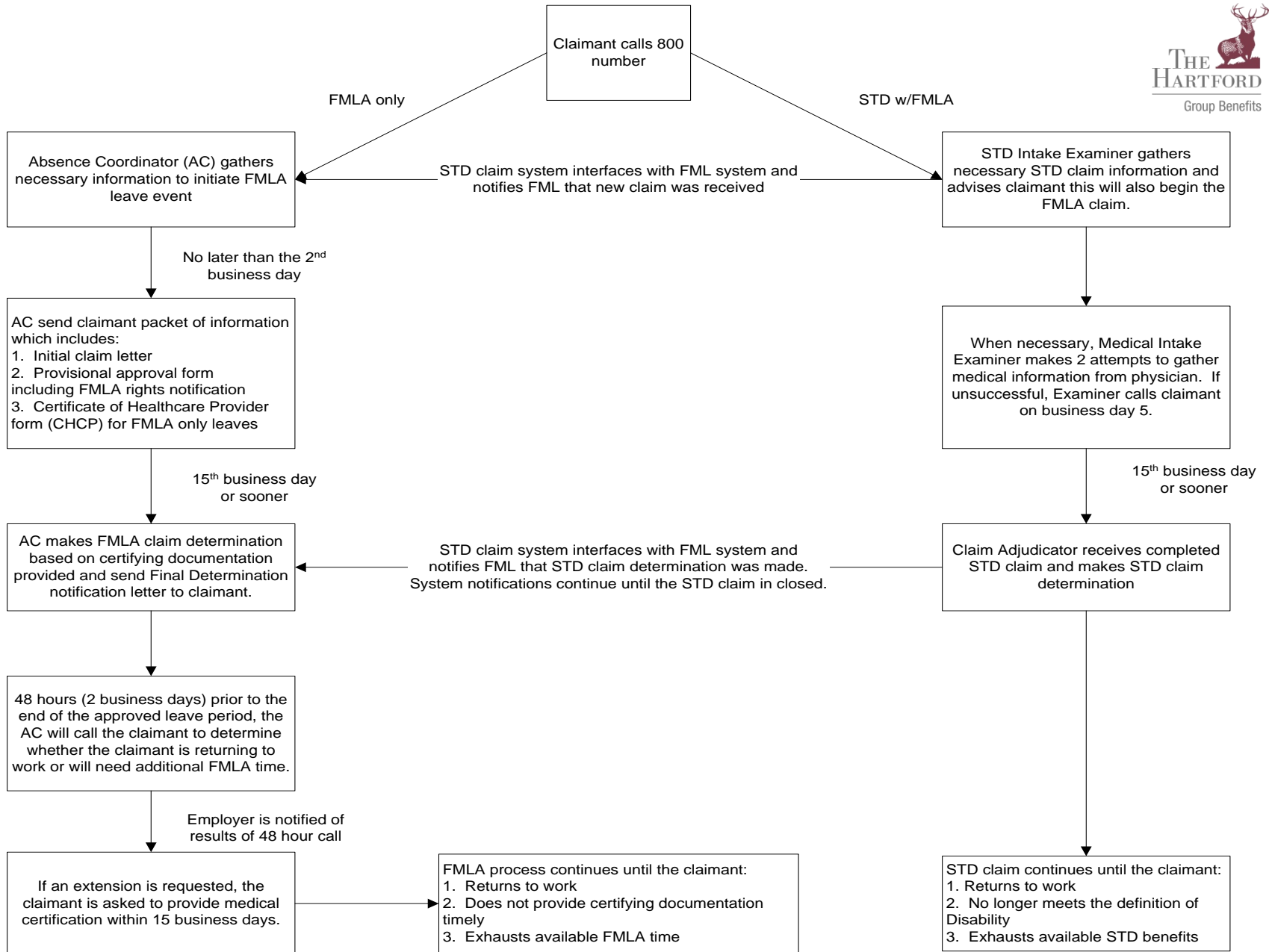
An employer may grant leave for...

- The birth of a child and to care for the newborn child within one year of birth
- Placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement
- To care for the employee's spouse, child, or parent who has a serious health condition
- A serious health condition that makes the employee unable to perform the essential functions of his or her job

The Final Rule...

- Effective January 16th, 2009
- An update to FMLA regulations to implement new military family leave entitlements
- Allows a spouse, son, daughter, parent or next of kin to take up to 26 weeks of leave, during a single 12-month period, to care for a member of the Armed Forces
- 12 weeks for families of a covered military member on "active duty" to manage their affairs while the member is on active duty





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