

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

The Basics

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Legally, employees can take up to 12 weeks of unpaid, job-protected FMLA leave if they have a serious health condition, have to care for their child, parent, or spouse who has one, are caring for a new child during the first year, or have a qualifying military exigency.

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

FMLA leave doesn't have to be taken all at once.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

The FMLA doesn't discriminate on the basis of gender; it applies equally to male and female employees who are new parents or have other caregiving responsibilities.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

The Basics

THE TAKEAWAY
The FMLA is gender-neutral.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

FMLA Ins and Outs

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

To be FMLA eligible, employees must have worked for their employer for at least twelve months (though not necessarily consecutively), for at least 1,250 hours over the past twelve months, and at a location where the company employs 50 or more workers within 75 miles.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Employees who telecommute may be FMLA eligible if their workplace could be considered the larger office that they report to rather than their home office.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Some states have enacted their own family and medical leave laws, and in these cases, employers have to follow the laws that are most advantageous to the employees, whether state or federal.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

FMLA Ins and Outs

THE TAKEAWAY

When in doubt, ask.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Military Families and the FMLA

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

FMLA time off is allowed to deal with qualifying military exigencies resulting from a deployment, such as attending a military-family support group, spending time with a family member on short-term rest-and-recuperation leave, attendance at a military ceremony, or responding to a short-notice deployment.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

“Military caregiver leave” allows an employee who needs to care for a spouse, child, or next of kin who’s a covered active-duty service member with a serious injury or illness to take up to 26 weeks of leave under the FMLA, which is inclusive of the 12 weeks of leave already provided under regular FMLA.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

“Military caregiver leave” can only be used once and must be used within one 12-month period.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Military Families and the FMLA

THE TAKEAWAY

The FMLA supports our military families.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Retaliation—It’s Illegal

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Never discourage someone from taking FMLA leave or imply that it is wrong to do so. This could lead to a lawsuit.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Firing or retaliating against someone for requesting or taking FMLA leave is strictly illegal.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

You may move someone to a new position because of the toll that their intermittent leave takes on the job—if the new position has at least equivalent salary and benefits.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A
NUTSHELL

THE “TAKEAWAY”
FOR MANAGERS™

Retaliation—It’s Illegal

THE TAKEAWAY

It is strictly illegal to retaliate
against someone who takes
FMLA leave.

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

FMLA IN A NUTSHELL

THE “TAKEAWAY” FOR MANAGERS™

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE