

FMLA “Family Medical Leave Act”

Eligible, if employed one year and worked 1250 hours during given year.

If eligible, you may take 12 workweeks of job-protected leave in a 12-month period to:

- Medical Leave

Treat or recover from a serious health condition that renders you unable to perform your job.

- Family-Care Leave

Care for a child, spouse, or parent suffering from a serious health condition.

- New-Child Leave

Care for or bond with a newborn, newly adopted, or new foster child.

You will be required to have your health-care provider supply a certification for FMLA leave.

If foreseeable, the request need be put in 30 days in advance. If not possible then As Soon As Possible. If an emergency, within 3 days of return. Pre-notification may be verbal.

When FMLA is complete, you must be restored to your regular job or equivalent.

Enforcement is through the U.S. Dept. of Labor (DOL)

<http://www.dol.gov/esa/whd/fmla/index.htm>

http://www.dwd.state.wi.us/er/family_and_medical_leave/default.htm.

Employer cannot deny qualifying leave time • order you to cut FMLA time short • use coercion, threats, or intimidation to change your mind • deny you any rights provided by FMLA regulations.

State Laws Vary contact Wisconsin Department of Workforce Development at 608•441•5221.