

# EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

## Basic Leave Entitlement

- for incapacity due to pregnancy, prenatal medical care or child birth;
- to care for the employee's child after birth, or placement for adoption or foster care;
- to care for the employee's spouse, son, daughter or parent, who has a serious health condition; or
- for a serious health condition that makes the employee unable to perform the employee's job.

## Military Family Leave Entitlements

leave entitlement to address certain qualifying exigencies. Qualifying alternative childcare, addressing certain financial and legal arrangements, reintegration briefings.

member during a single 12-month period. A covered servicemember is:

on the temporary disability retired list, for a serious injury or illness\*;

than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered

therapy for a serious injury or illness.\*

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During FMLA leave, the employer must maintain the employee's health

employee had continued to work. Upon return from FMLA leave, most