

Family and Medical Leave Act (FMLA) IVGID's Notice of Eligibility and Rights & Responsibilities

The FMLA of 1993 entitles eligible employees to take up to 12 weeks of unpaid, job-protected leave in a 12-month period for specified family and medical reasons. Amendments to the FMLA effective January 16, 2009 expand the FMLA to allow eligible employees to take up to 12 weeks of unpaid job-protected leave in the applicable 12-month period for any "qualifying exigency" arising out of the fact that a covered military member is on active duty, or has been notified of an impending call or order to active duty, in support of a contingency operation. The FMLA was also amended to allow eligible employees to take up to 26 weeks of unpaid job-protected leave in a "single 12-month period" to care for a covered servicemember with a serious injury or illness.

Employee Eligibility:

To be eligible for FMLA benefits, an employee **must**:

- have worked for the employer for a total of 12 months (does not have to be consecutive);
- have worked at least 1,250 hours during the 12 months prior to the start of FMLA Leave.

Employee Rights:

Up to 12 weeks of unpaid, job protected leave.

- For the birth of a child, or placement of a child with you for adoption or foster care;
- For your own serious health condition;
- Because you need to care for your spouse, child; parent due to his/her serious health condition;
- Because of a qualifying exigency arising out of the fact that your spouse; son/daughter; parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.

Up to 26 weeks of unpaid, job protected leave.

- Because you are the spouse; son/daughter; parent; next of kin of a covered servicemember with a serious injury or illness.

Employee Responsibilities:

Employees seeking to use FMLA leave are required to provide 30-day advance notice when the need is foreseeable. If leave is unforeseeable, the employee must provide notice as soon as practical - generally, the same or next business day.

For Additional Information:

View an FMLA poster at each IVGID location or contact Human Resources
893 Southwood Blvd, Incline Village, NV 89451
775-832-1100

