

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