

FMLA ELIGIBILITY

COVERED EMPLOYERS



PRIVATE COMPANIES WITH 50 OR MORE EMPLOYEES

For 20+ workweeks in the current or previous calendar year

ALL GOVERNMENT EMPLOYERS

with any number of employees



COVERED EMPLOYEES

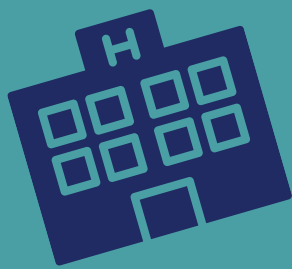
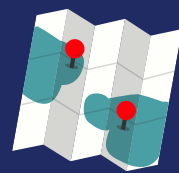
EMPLOYED FOR 12+ MONTHS

&

WORKED 1,250+ HOURS IN PAST 12 MONTHS



EMPLOYER HAS 50+ EMPLOYEES WITHIN 75 MILES OF EMPLOYEE'S WORKSITE



TYPES OF LEAVE



BIRTH, ADOPTION, FOSTER CARE

"SERIOUS HEALTH CONDITION" OF:

MILITARY LEAVES:

- "Qualifying Exigency"
- "Serious Injury or Illness" of Military Service Member

EMPLOYEE

OR

FAMILY MEMBER



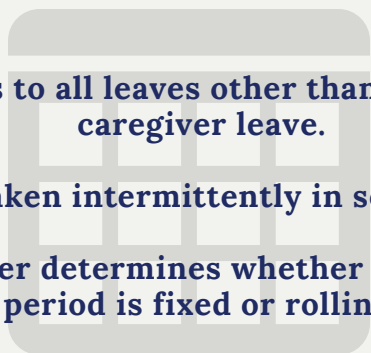
AMOUNT OF LEAVE

UP TO 12 WEEKS IN ANY 12-MONTH PERIOD

Applies to all leaves other than military caregiver leave.

Can be taken intermittently in some cases.

Employer determines whether 12-month period is fixed or rolling.



UP TO 26 WEEKS IN A SINGLE 12-MONTH PERIOD FOR MILITARY CAREGIVER LEAVE ONLY

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