

Q&A

HR Legal Compliance

Courtesy of Brown & Brown Benefit Advisors

Q

What are considered appropriate reasons for an employee to take FMLA leave?

A

Employees eligible for FMLA leave must be allowed to take up to 12 weeks of leave during any 12-month period for any one, or more, of the following reasons:

- Birth and care of the employee's son or daughter, up until one year after birth
- Placement of a child under the age of 18 with the employee for adoption or foster care, and care for the child, up until one year after placement
- Care for an immediate family member (spouse, child or parent) with a serious health condition
- Employee's own serious health condition that makes the employee unable to perform one or more essential job functions
- Any qualifying exigency arising out of the covered active duty or impending call or order to covered active duty of a family member (spouse, child or parent) in the Armed Forces

An eligible employee must be allowed to take up to 26 weeks of leave during a single 12-month period to care for a covered servicemember with a serious injury or illness who is the employee's spouse, child, parent or next of kin.