

Family and Medical Leave Act (FMLA) – Do I Qualify?

Overview:

Employee's **must** satisfy 3 requirements to be eligible for FMLA.

- 1. Employee must have at least one year of service.
- 2. Employee must have worked at least 1250 hours in the past 12 months.
- 3. Employee cannot have exhausted 12 weeks (generally 480 hours) of FMLA time in the past 12 months.

Identifying Triggering Event:

A situation/circumstance that supports time away from work under FMLA.

More than 3 days consecutive absence or incapacity? OR At least one nights' stay in a hospital?	Ongoing/continuing absence for chronic condition OR ongoing health care appointments for chronic condition?
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Is employee pregnant and have associated medical appointments and/or full or partial absences?	Is employee caring for newborn or newly adopted child or foster child?