

AM L A M CALL A  
MLA  
M A A MA A  
L A A A LL  
Local 95

FMLA requires covered employers to provide up to 12 weeks of unpaid, job protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours over the previous 12 months.

Reasons for taking leave: **Un** leave must be granted for any of the following reasons:

- 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.
- At the employee's or employer's; option, certain kinds of paid leave may be substituted for unpaid leave. (Sick days for example).

ADVANCE NOTICE AND MEDICAL CERTIFICATION:

The employee may be required to provide advance leave notice and medical certification.

- The employee ordinarily must provide 30 days advance notice when the leave is 'foreseeable.'
- an employer may require medical certification to