

Family and Medical Leave Act Provisions

While there are no state provisions regarding family and medical leave, Conservation Districts must comply with the federal Family and Medical Leave Act of 1993 (FMLA). Under the FMLA, covered employers must grant eligible employees up to a total of 12 workweeks of unpaid leave during any 12 month period, for one or more of the following reasons:

- ? Birth and care of newborn child of employee
- ? Placement with the employee of son or daughter for adoption or foster care
- ? To care for an immediate family member (spouse, child or parent) with a serious health condition
- ? To take medical leave when the employee is unable to work because of a serious health condition

The FMLA also:

- ? Maintains health benefits during leave
- ? Restores an employee's job after leave
- ? Sets requirements for notice and certification of the need for leave
- ? Protects employees who request or take leave; and includes certain employer record keeping laws.

For more information on the FMLA, visit <http://www.dol.gov/esa/whd/fmla>.