

Fact Sheet #28F: Qualifying Reasons for Leave under the Family and Medical Leave Act

7KH)DPLQ\ DQG 0HGLFD@QW\WHO \$@WHO)DQ\$EOH HPSOR\HHV RI FR
XQSDLG MRE SURWHFWHG OHDYH IRU VSHFLILHG IDPLQ\ DQG P
LQVXUDQFH FRYHUDJH XQGHU WKH VDPH WHUPV DQG FRQGLWL
)DFW 6K\$HHPSOR\HH 3URWHFWL RDQDFXQG 6K\$HWHWKKH QQLQSLWDU\)DPLQ
3URYLVLRQV XQGHU WKH)0/\$

(QJLEOH HPSOR\HHV DUH HQWLWOHG WR WDNH XS WR ZRUNZ
WKH UHDVRQV OLVWHG EHORZ See)DFW 6KHLWHUYLZH)DPLQ\

- x The birth of a child and to bond with the newborn child within one year of birth.

\$QPHSOR\HH V HQWLWOHPHQW WR)0/\$ OHDYH IRU ELUWK DQ
ELUWK %RWK PRWKHUV DQG IDWKHUV KDYH WKH VDPH ULJ
%LUWK DQG ERQGLQJ OHDYH PXVW EH WDNHQ DV D FRQWLG
DOORZ LQWHUPLWQH\ RU WKH ELUWK SDUHQWV UHSUHVH
ZHHNV

- x The placement with the employee of a child for adoption or foster care and to bond with the newly placed child within one year of placement.

)0/\$ OHDYH PD\ EH WDNHQ EHIRUH WKH DFWXDO SODFHPHQW
ZRUN LV UHTXLUGH IRU WKH SODFHPHQW IRU DGRSWLRQ RU
HPSOR\HH PD\ EH HQWLWOHG WR)0/\$ OHHSOSYHDW QRQDWRXHQAG F
KLV RU KHU DWWRUQH\ RU WKH ELUWK SDUHQWV UHSUHVH
DQRWKHU FRXQWU\ WR FRPSOHWH DQ DGRSWLRQ EHIRUH W
ZLWK D FKLOG DIWHU SODFHPHQW PXVW EH WDNHQ DV D FR
WR DOORZ LQWHUPLWWHQW OHDYH \$Q HPSOR\HHV HQWL
IRU DGRSWLRQ RU IRVWHU FDUH H[SLUHV PRQWKV DIWHU

- x A serious health condition that makes the employee unable to perform the functions of his or her job.

\$QPHSOR\HH LV 3XQDEOH WR SHUIRUP WKH IXQFWLRQV RI WK
ILQGV WKDW WKH HPSOR\HH

x

\$Q HPSOR\HH ZKR PXVW EH DEVHQW IURP ZRUN WR UHFHLY FRQGLWLRQ LV FRQVLGHUHG WR EH XQDEOH WR SHUIRUP W DEVHQFH IRU WUHDWPHQW

- x To care for the employee's spouse, son, daughter, or parent who has a serious health condition.

\$Q HPSOR\HH PXVW EH QHHGHG WR SURYLGH FDUH IRU KLV RI WKH IDPLO\ PHPEHU\ VHULRXV KHDOWK FRQGLWLRQ LQ HPSOR\HH PD\ EH QHHGHG WR SURYLGH FDUH WR WKH IDPLO\ x ZKHQ WKH IDPLO\ PHPEHU LV XQDEOH WR FDUH IRU KLV REHFDXWHKR VHULRXV KHDOWK FRQGLWLRQ RU QHHGV KHO x WR SURYLGH SV\FKROJLFDO FRPIRUW DQG UHDVVXUDQF FRQGLWLRQ

Spouse 6SRXVH PHDQV D KXVEDQG RUGZLQH WDK/H GVHWIDQHGYZDQH FARKHQ L J H PDUULDJH FIOVK GQG LYQLVOPDQH D UURBRIIPRQPDQ L6DSRHXVH DOVR LQFOXGHV KXVEDQG RU ZLIH LQ D PDUULDJH WKDW ZDV YDVOKBOPDHQWVBJUHG LQWFRXOG KDYH EHHQ HQWWUDHNGH LQWR LQ DW OHDVW RQH

Parent 3DUHQW PHDQV D ELRORJLFDO DGRSWLYH VWHS RU IRVWHU IDWVRRG LQ ORFR SDUHQWLV WR WKH HPSOR\HH ZKHQ WKH HPSOR\HH Z³LQ ODZ'

Son or Daughter 6RQ RU GDXJXVHOPRJDQDO DGRSWHG RU IRVWHU FKLOG RUDFKLOG RI D SHUVRQ VWDQGLQJ LQ ORFR SDUHQWLV ZKR LV HLW³LQFDSDEBURIH BHDXVH RI D PHQWDO RU SK\\$LQBDYGLV\DWFRPPHQFH

In Loco Parentis 7KH)0/\$ UHJXODWLRQV GHILQH LQ ORFRQSDUHQWLV DV LQ UHVSRQVLEOLWLHV WR FDUH IRU RU ILQDQFLDOO\ VXSSRUW D FKLOG UHODWLRQVKLS ZLWK D FKLOG PD\ QRQHWKHOHV VWDQG LQ ORFR S OHDYH 6LPLQDUO\ DQ HPSOR\HH PD\ WDNH OHDYH WR FDUH IRU VRFE LRORJLFDO UHODWLRQVKLS WR WKH HPSOR\HH ZKHQ WKH HPSOR\HH HPSOR\HH ZKHQ WKH HPSOR\HH ZDV D FKLOG HYHQ LI WKH\ KDYH QR

See also \$GPLQLVWUDWRU\ , QWHDUFSWU\ WUDHMLRQ %R)0/\$ OHDYH IRU ELUWK WR FDUH IRU D FKLOG ZLWK D VHULRXV KHDOWK FRQDQ\WQ RQ WKH 6KHHW &)0/\$ OHDYH WR FDUH IRU D SDUHQW ZLWK D VHULRXV KHDSUHQWLV UHODWLRQVKLS

D U U D Q J H P H Q W D W W H Q G L Q J F H U W D L Q P L O L W D U \ F H U H P R Q I
P L O L W D U \ P H P E H U R Q 5 H V W D Q G 5 H F R S I H R U D D N \ L Q R J Q I L Q H D D Q Y F H L D C C
D U U D Q J H P H Q W V W R D G G U H V V D F R Y H U H D G V P L \ O L L W D \ D H A X F D H U E H D R M
W K S H D U H Q W R I W K H P K D Q M \ D M U K H P P I P E E H W D U \ P H P E I S e e) D V F V R Q F R Y
6 K H H \ W F 4 X D O L I \ L Q J ([L J H Q F \ O H D \$ Q H H P Q S G O H R U H M \ K P H D) O W \$ D N H T X
H [L J F H Q Q H D Y H I R U W K H G H S O R \ P H Q W R I D V R Q R U G D X J K W H U

\$ Q H O L J L E O H H P S O R \ H 2 @ w o r k w e e k s D O R / R) W / \$ N O H \ S H W I R Q D V L Q J O H

- x To care for a covered servicemember with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the servicemember (military caregiver leave).

(O L J L E O H I D P L O \ P H P E H U V R I E R W K F X U U H Q W V H U Y L F H P H F
P L O L W D U \ F D S e e) D F W U 6 K H H D W H