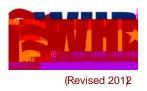
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The Family and Medical Leave Act (FMLA) entitles eligible employees of covered employers to take unpaid, jobprotected leave for specified family and medical reasons. This fact sheet provides general information about which employers are covered by the KMLhen employees are eligible and entitled to take FMLA leave, and what rules apply when employees take FMLA leave.

The FMLA only applies to employers that meet certain criteria. A FRYHUHG HPSOR\HUis a:

- Privatesector employer, with 50 or more employees in 20 or more workweeks in the current or preceding calendar year, including a joint employer or successor in interest to a covered employer;
- Public agency, including a local, state, or Federal government agency, regardless of the number of employees it employs; or
- Public or private elementary or secondary school, regardless of the number of employees it employs.

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•	The birth of a son or daughter or placement of a son or daughter with the employee for adoption

proceeding, related to the FMLA. SeextSheet 77BProtections for Individuals under the FMLAThe Wage and Hour Division is responsible for administering and enforcing the FMLA for most employees. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. If you believe that your rights under the FMLA have been violated, you may file a complaint with the Wage and Hour Division or file a private lawsuit against your employer in court.

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This publication is for general information and is not to be considered in the same light as official statements of position contained in the regulations.

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