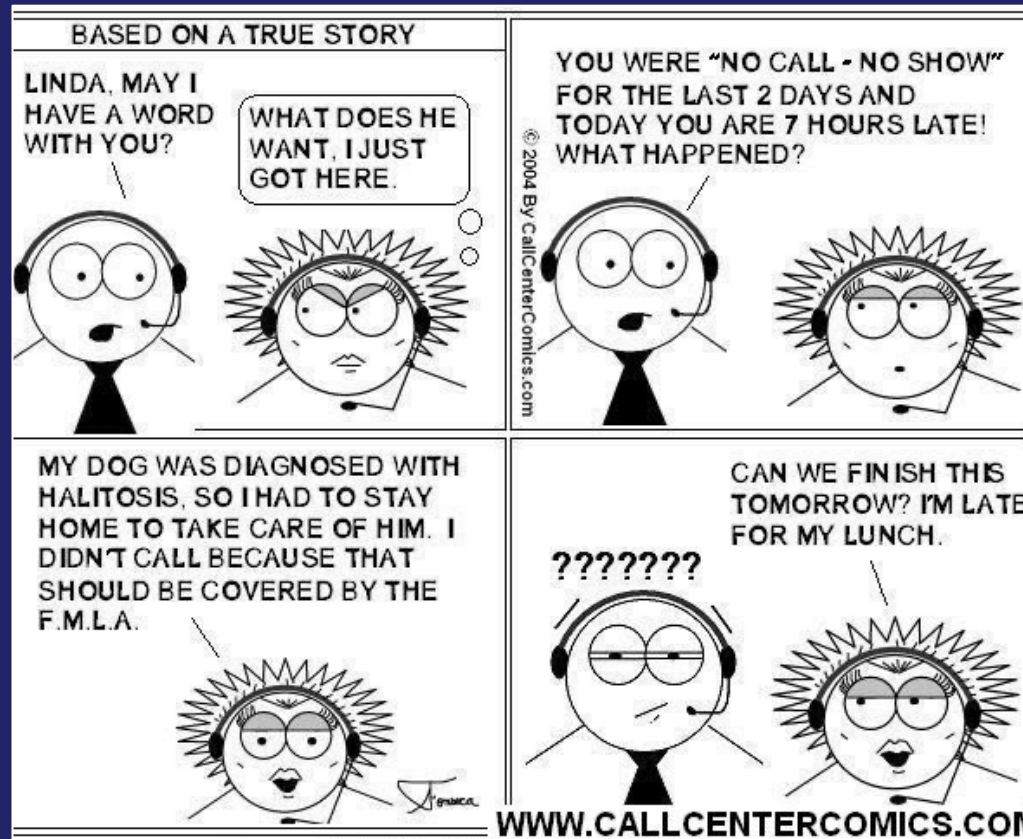




Family and Medical Leave Act of 1993

Laney Moore



I'm very proud that the first bill I had the opportunity to sign into law as President was the Family and Medical Leave Act. No parent should ever have to choose between work and family; between earning a decent wage and caring for a child.

— William J. Clinton —

Circumstances Covered by the Family Medical Leave Act



Taking care of a sick child, spouse, or parent



If you are expanding your family (birth of a child, adoption, or fostering a child)



If you are in the military
Up to 26 weeks in a 12-month period to care for a service member with a serious injury or illness

* Visit the United States Dept. of Labor site for full information about qualifying events

Qualifications

- Employed for at least 12 months
- Worked at least 1,250 hours within the last 12 months (~24 hours a week)
- Employer must have at least 50 employees within 75-mile radius



Family and Medical Leave Act



WHO QUALIFIES?



PARENTING

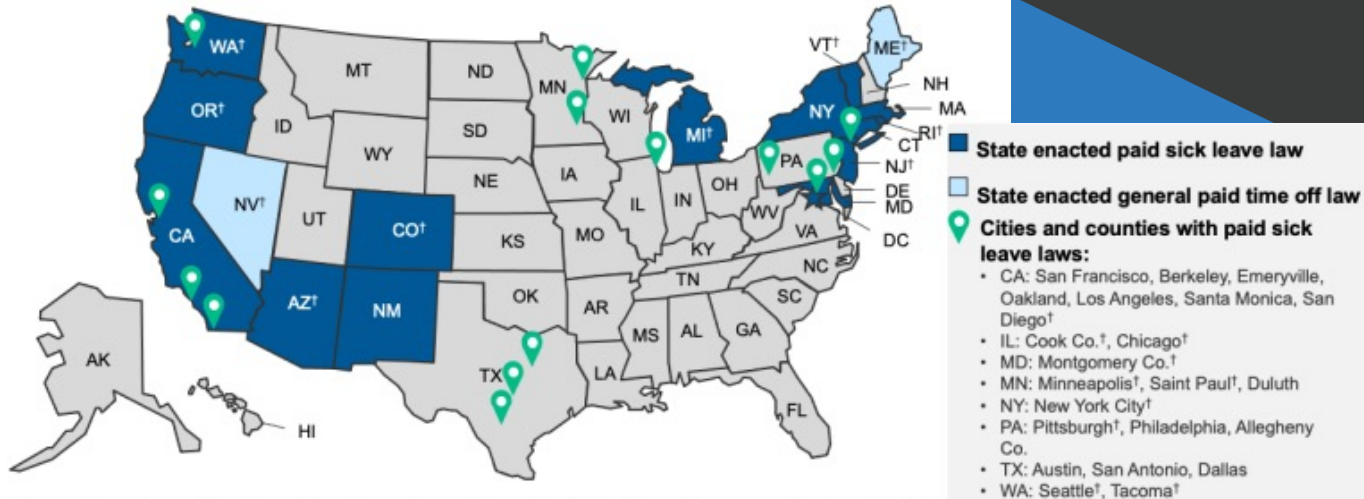


What You Need to Know

- May be able to use paid leave— no legal requirement for employers
- Employer must continue your health insurance while on leave
- FMLA can not be held against you
- When you return to work, must be given the same job or one similar (no demotion)
- Can be used as a block or intermitted
- May require medical certification
- Your job is not held after the 12 weeks

Figure 1

State and Local Paid Sick Leave Laws, 2021



†Law permits use of accrued leave for workplace closure or closure of the worker's child's school or childcare associated with a public health emergency.

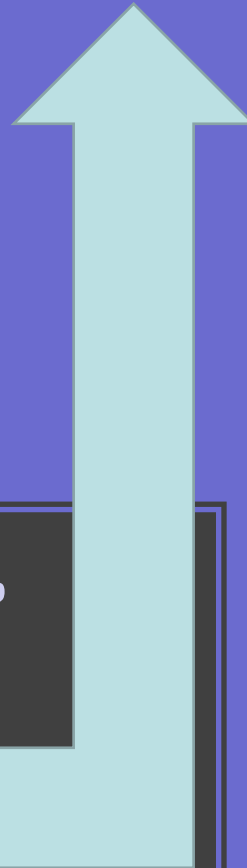
NOTES: NM's law takes effect July 1, 2022. CO's law for employers with fewer than 16 workers takes effect Jan. 1, 2022; currently in effect for all other CO employers. Allegheny Co.'s law was enacted in Sept. 2021 and will take effect 90 days after the county posts compliance information for employers. The three local laws passed in TX are on hold due to a pending court challenge. All other state and local laws are currently in effect. All state and all local paid sick leave laws except Pittsburgh, Oakland, and Berkeley permit use of paid leave for reasons associated with sexual assault, domestic violence, or stalking, known as "safe time."

SOURCE: KFF analysis of state paid family and medical leave laws; A Better Balance, [Overview of Paid Sick Time Laws in the United States](#).

KFF

Biden's Plan for Paid Family and Medical Leave

Under the proposal, employees would receive 12 weeks of paid family and medical leave



Shortcomings:

- Job security, but at what cost??
 - Zero... for the employer
- Change coming soon?