The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with unpaid leave to care for a serious health condition and to recover from a serious health condition.

What Organizations are Covered?
- Private employers, including:
  - Discharge, firing, not rehiring
  - Harassment at the workplace, such as verbal or physical conduct
  - Hiring or promoting
  - Punishment
  - Pay (wages or compensation)

What Employment Practices Can be Challenged as Discriminatory?
- Race
- Color
- Religion
- Sex
- National Origin
- Age (40 and older)
- Disability
- Genital or sexual harassment
- Pregnancy
- Sexual orientation
- Family medical leave
- FMLA leave
- Equal pay
- Equal benefits
- Equal advancement
- Equal treatment
- Equal opportunities
- Evaluation, testing, or placement
- Health care
- Job training
-晋位

What is FMLA leave?
FMLA leave provides eligible employees with unpaid leave for the following reasons:
- To care for a family member who has a serious health condition
- To care for a serious health condition of the employee or a spouse, child, or parent
- To take a leave for the birth, adoption, or foster care placement of a child
- To take a leave to recover from a serious health condition

Who is eligible to take FMLA leave?
You are an eligible employee if all of the following apply:
- You are an employee of a covered employer.
- You have worked for the employee at least 12 months.
- You have worked for the employee at least 12 months before the leave.
- You have completed at least 1,250 hours of work in the 12-month period before the leave.

You are not eligible to take FMLA leave:
- If you are an employee of a covered employer who is not covered by the FMLA.
- If you are a member of the armed forces who is on active duty.
- If you are an employee of a covered employer who is a member of the armed forces and is on active duty.

What must my employer do?
Your employer must do the following:
- Keep you informed of your eligibility for leave.
- Tell you the reasons for which you are eligible for leave.
- Notify you of any changes in your leave.
- Tell you the reasons for which you are not eligible for leave.

What happens to my job during FMLA leave?
Your job is protected during FMLA leave.
- Your employer must maintain your group health plan coverage during FMLA leave.
- Your employer cannot reduce your health plan payments.
- Your employer must maintain your health plan contributions during FMLA leave.

What must my employer do if I request FMLA leave?
Your employer must:
- Notify you of your right to take FMLA leave.
- Tell you the reasons for which you are not eligible for FMLA leave.
- Provide written notice of leave.

What must I do if my employer violates my FMLA rights?
You can file a complaint with the Department of Labor if your employer violates your FMLA rights.
- You can file a complaint with the EEOC if your employer violates your FMLA rights.
- You can bring a lawsuit in court if your employer violates your FMLA rights.

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