



Family and Medical Leave Act

Parents of children with Prader-Willi syndrome may be eligible to take Family and Medical Leave Act, otherwise known as FMLA. FMLA allows eligible employees to take up to 12 work weeks of unpaid time off a year, while maintaining health insurance benefits as if the employee was working. FMLA also protects employees from demotion or job changes that are not equivalent to the job that they were in prior to using FMLA.

All public agency employers including public school districts must provide FMLA to its eligible employees. Private organizations who have 50 or more employees are also required to offer FMLA to their employees. To be eligible as an employee, you must have worked 1,250 hours during the 12 months prior to the start of FJMLA and have worked for the employer for a minimum of 12 months. The 12 weeks can be taken intermittently and do not have to be taken all at once.

There are five reasons that employees must approve FMLA:

- The birth of a child
- The placement of a child through adoption or foster care in an employee's care
- To care for an immediate family member who has a serious health condition
- When the employee is unable to work as the result of a serious health condition
- They have an immediate family member who meets an existing condition as an active duty military member

To learn more about FMLA visit www.dol.gov