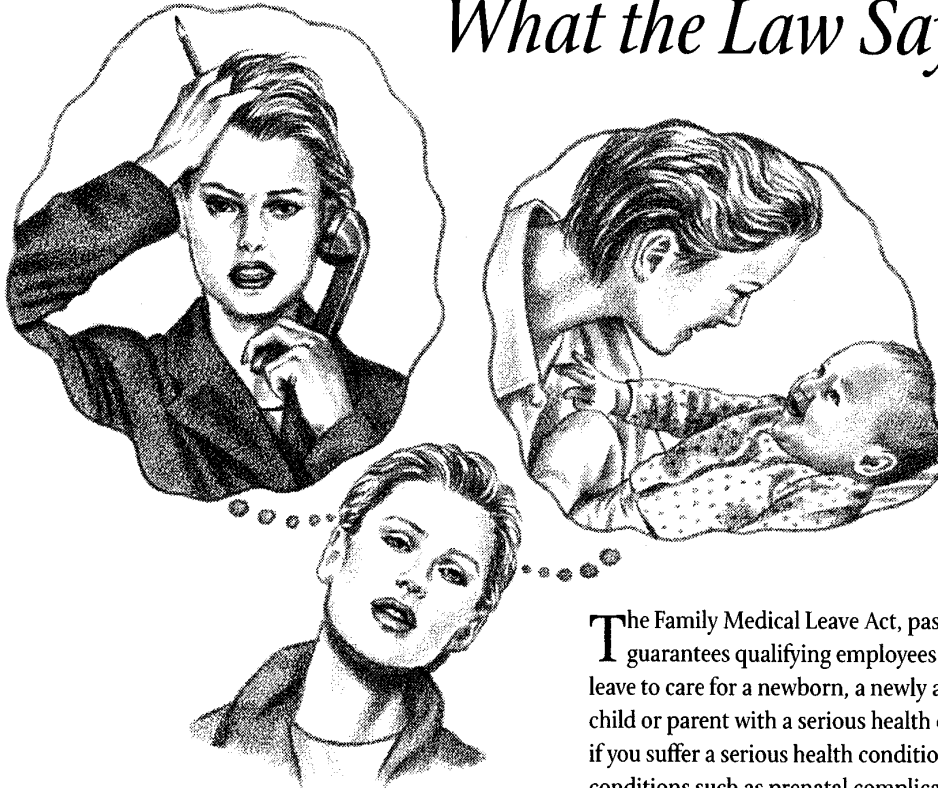




# Maternity Leave

## *What the Law Says*



The Family Medical Leave Act, passed by U.S. Congress in 1993, guarantees qualifying employees up to 12 weeks of unpaid leave to care for a newborn, a newly adopted child or a spouse, child or parent with a serious health condition. You're also covered if you suffer a serious health condition. Long-term or chronic conditions such as prenatal complications could be covered as well.

- An employer with 50 or more employees within a 75-mile radius is required to comply with the Family Medical Leave Act (FMLA).
- To qualify, you must have worked for your employer at least 12 months and at least 1,250 hours during that period.
- If you're among the highest paid employees in your company, you may not qualify.
- FMLA generally means leave without pay. However, you may use your sick leave or vacation time during FMLA leave.
- Your employer must keep your group health insurance up to date and pay its share of the premiums during your leave.
- When you return to work, you're entitled to the same position or a substantially similar one.
- You can't lose your status, level of pay, benefits or seniority as a result of taking FMLA leave.
- If you return to work with a recognized disability, your employer will need to make reasonable accommodations for you.
- It's up to your employer to notify you of your right to take FMLA leave.
- It's up to your employer to decide if your absence qualifies for FMLA leave.
- Your employer can ask for information to verify that your leave qualifies. (Medical information is considered confidential.)
- If you can't report to your human resources department, your employer must mail necessary information to you.