

Family Medical Leave Act (FMLA)

(Applicable if employer is a "covered employer")

A covered employer is a: (i) private-sector 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; (ii) public agency including state, local, or federal government agency, regardless of the number of employees it employs; or (iii) public or private elementary or secondary school, regardless of the number of employees it employs.

Your employer complies with the Family & Medical Leave Act of 1993 (FMLA) as amended in 2008 which entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. For additional information or to file a complaint visit www.dol.gov/whd or call 1-866-487-9243.