



Wage and Hour Division

Family and Medical Leave Act

The FMLA 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. Eligible employees are entitled to:

- Twelve workweeks of leave in a 12-month period for:
 - the birth of a child and to care for the newborn child within one year of birth;
 - the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
 - to care for the employee’s spouse, child, or parent who has a serious health condition;
 - a serious health condition that makes the employee unable to perform the essential functions of his or her job;
 - any qualifying exigency arising out of the fact that the employee’s spouse, son, daughter, or parent is a covered military member on “covered active duty;” or
- Twenty-six work weeks of leave during a single 12-month period to care for a covered servicemember with a serious injury or illness if the eligible employee is the servicemember’s spouse, son, daughter, parent, or next of kin (military caregiver leave).

Quick Links

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[FMLA Frequently Asked Questions](#)

[Break Time for Nursing Mothers](#)

[Mental Health and the FMLA](#)

[Cancer and the FMLA](#)

[Maternal Health](#)



General Guidance

Guidance materials about the FMLA, including guides for both employers and employees, an employee guide to military leave, Qs & As, mini cards, and more.

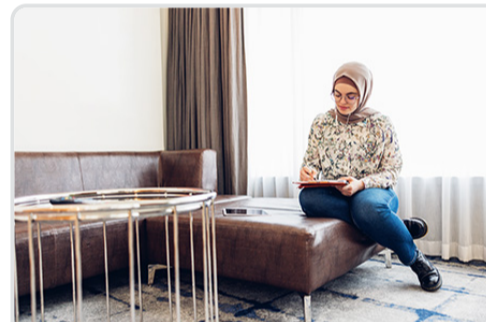
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Fact Sheets

Learn more by reading fact sheets that cover a variety of FMLA topics.

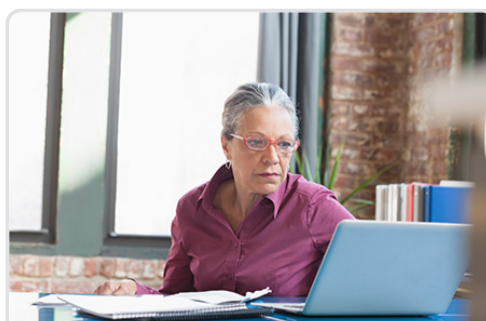
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Forms

Access FMLA Forms.

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Other Resources

Access interactive online tools, posters, and presentations about the FMLA.

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Interpretive Guidance

Review Administrator Interpretations, Opinion and Ruling Letters as well as chapters of the WHD Field Operations Handbook.

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Laws and Regulations

Review the FMLA laws and regulations.

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Wage and Hour Division

An agency within the U.S. Department of Labor

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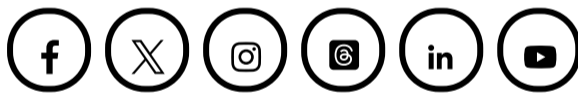
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