Protections for workers under

The FAMILY and MEDICAL LEAVE ACT (FMLA)

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-4US-WAGE | www.dol.gov/whd

UNLAWFUL ACTS

If you believe that your rights under the FMLA have been violated, you may file a complaint with the Wage and Hour Division enforcing the FMLA for most employees, or you believe enforcing the FMLA for most employees. If you believe enforcing the FMLA for most employees, the Wage and Hour Division is responsible for administering and

Proceedings related to the FMLA.

It is unlawful for any employer to discharge or discriminate against any individual for opposing any practice, or because of involvement in any exercise of any right provided by the FMLA. It is also unlawful for an employer to discriminate or discharge any employee for the attempt to exercise, any right provided by the FMLA.
The employee must be the spouse, son, daughter, parent, or next of kin.

- Injury or illness incurred or aggravated in the line of duty on active duty.
- Certain current service members or veterans with a qualifying serious
  injury or illness;
- Twenty-six workweeks of leave in a single 12-month period to care for
  the regular armed forces or National Guard or Reserves; and
- the employee's own serious health condition that makes him or her
  unable to work; and
- a serious health condition:
  - to care for the employee's spouse, son, daughter, or parent who has
  bond with the child within one year of the placement;
  - adoption or foster care placement of a child and to care for and
  - child's birth;
  - childbirth and to care for and bond with the newborn within one year.

Twelve workweeks of leave in a 12-month period for:

- Eligible employees of covered employers may take:
  virtually identical pay, benefits, and other conditions of employment.
- Employers must restore the employee to the same job or a similar job with
  the same terms and conditions as if the employee had not
  taken leave. When the employee returns to work from FMLA leave, the
  coverage under the same terms and conditions as if the employee had not
  taken leave, the employee is entitled to reinstatement from the employee
  to take