EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

Basic Leave Entitlement

FMLA protects employees who need time off for serious medical conditions, the birth or adoption of a child, and to care for a close family member.

Military Family Leave Entitlements

FMLA also provides leave for employees who serve in the military, either on active duty or as a member of the National Guard or Reserve.

Benefits and Protections

During FMLA leave, employees are protected against retaliation and discrimination from their employers.

Eligibility Requirements

Eligible employees may use FMLA leave for one or a combination of reasons.

SERIOUS INJURY OR ILLNESS

A serious health condition requires inpatient care or continuing treatment by a healthcare provider.

Use of Leave

FMLA leave may be used intermittently or for a single period of leave.

Substitution of Paid Leave for Unpaid Leave

Employees may use paid leave in place of FMLA leave.

Employee Responsibilities

Employees must provide notice to their employers when they need to take FMLA leave.

Unemployment Benefits

Some employees may be eligible for unemployment benefits while on FMLA leave.

FEDERAL WAGE AND LABOR LAW INSTITUTE

The Uniformed Services Employment and Reemployment Rights Act (USERRA)

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to enforce the provisions of USERRA.

FOR YOUR RIGHTS IN PRIVATE SECTOR AND STATE WORKPLACE LAWS

Equal Employment Opportunity is THE LAW

Private employers, state and local governments, educational institutions, employment agencies and labor organizations are prohibited from discriminating regarding race, color, religion, national origin, sex, marital status, age, disability, or genetic information.

Employers Scheduling Federal Employees or Affiliates

A personnel officer must be designated to receive complaints alleging practices prohibited under the USERRA.

JOBS & SAFETY

It's the law!

OCCUPATIONAL SAFETY AND HEALTH ACT

U.S. Department of Labor

Employees have the right to inform their employer or OSHA about workplace hazards.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

You may file a complaint with OSHA or file a lawsuit.

FREE TO PRINT, ORDER AND REORDER

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V. DePace

Chairman

February 22, 1994