
Does the Family Medical Leave Act Apply to My Business?

Gray Reed's Employer Handbook

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The Family Medical Leave Act or "FMLA" provides sweeping benefits to employees allowing them to take up to twelve weeks a year in unpaid time off and keep their job. Most business owners are aware of the law, but don't really know their rights:

- Does this law even apply to me?
- Do I have to give the employee the same job back when they return?
- Can I make the employee take paid vacation and sick leave at the same time so they can't add that on top?
- Can employees take leave a few days at a time and string it out all across the year?

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