

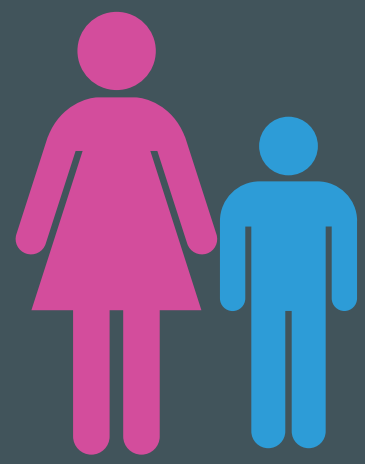
When can I take family medical leave?

If you have been employed for at least a year, worked at least 1,250 hours in the past 12 months, and your employer has more than 50 employees within 75 miles, you can take FMLA:



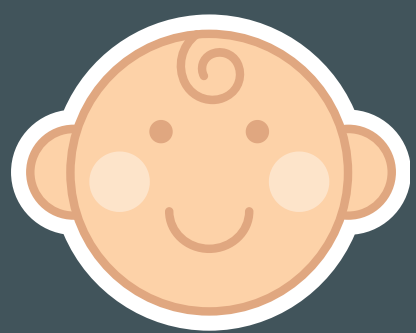
For your serious health condition

Many illnesses and injuries will qualify. But it must be something more serious than the common cold.



To care for a family member with a serious health condition

This includes a spouse, child, or parent.



For childbirth/adoption and care the first year

Mothers and fathers can use leave until 12 months after the birth or adoption. Leave is also available for pregnancy-related incapacity.



Exigency caused by military service

Leave can be used for childcare or for financial or legal planning when needed because a parent, spouse, or child is deployed.