

Have (unpaid) family medical leave laws that may apply to employees who don't qualify for the FMLA

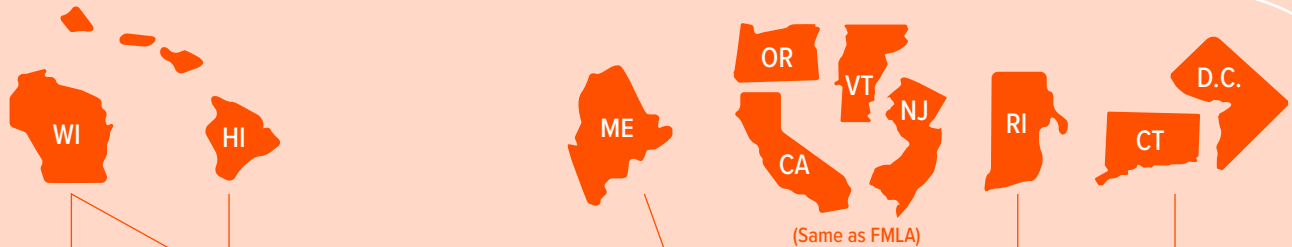
The 5 W's of Unpaid State Family Medical Leave



Of Americans have taken time off to care for a family member with a serious health condition

WHERE

IS STATE FML AVAILABLE?



WHAT

AMOUNT OF LEAVE IS AVAILABLE?**



WHEN

IS AN EMPLOYEE ELIGIBLE?***

Organization or worksite employs a minimum of

15-100*
EMPLOYEES

States calculate service requirements in a variety of ways using days, weeks, months, and years.

Minimum service requirements range from

180 DAYS

— up to —

1 YEAR

without break in service

While hours worked requirements range from

0 - 30 HRS/WEEK AVG*

depending on the state

WHO

CAN EMPLOYEES TAKE STATE FML FOR?***



Self



Child



Parent



Spouse



Sibling
(ME only)



"Equivalent" of Family
(NJ only)

WHY

CAN EMPLOYEES TAKE STATE FML?***



Birth or Placement of a Child



Serious Health Condition



Sick Child
(OR only)



Bereavement



Donate Organ or Bone Marrow



Military



Public Health Emergency

* D.C. has temporarily eliminated minimum employee and hours worked requirements for certain situations where leave is related to COVID-19

** May be during a 12 or 24 month period

*** Eligibility requirements, relationships and reasons for leave may vary by state

References: <https://learn.presagia.com/the-5-ws-of-state-fml-references>



www.presagia.com