

## FAMILY LEAVE POLICY

### Highlights of this law:

1. An eligible employee is someone who has worked for an employer for at least 12 months.
2. An eligible employee is entitled to 12 unpaid workweeks of leave during any 12-month period for three reasons:
  - a. Because of the birth or placement for adoption or foster care of a child (only within 12 months of that birth or placement).
  - b. Because of the serious health condition of a spouse, child, or parent.
  - c. Because of the employee's own serious health condition.
3. Family leave provisions apply equally to male and female employees. "A father, as well as a mother, can take family leave because of the birth or serious health condition of his child; a son as well as a daughter is eligible for leave to care for a parent," the reports said.
4. The act allows employers to require employees to first use their paid vacation, personal leave, or sick leave for any part of the 12-week mandated period. If paid leave is used by an employee, the employer is required to provide only enough unpaid leave to total 12 weeks.
5. Leave is not to result in the loss of any previously accrued seniority or employment benefits, but neither are any benefits required to accrue during the leave.
6. Health benefits continue through an employee's leave.

When discussing family values, it is interesting to see how the United States compares to other countries. Family leave is as follows:

Belgium	14 weeks
France	16 weeks
Germany	14 weeks
Italy	20 weeks
U. S.	12 weeks (until 1993, U. S. allowed no family leave)