

## Fact Sheet #28F: Qualifying Reasons for Leave under the Family and Medical Leave Act

7KH )DPLO\ DQG 0HGLFDQW DWHQW )DJ\$EOH HPSOR\HHV RI FR  
XQSDLG MRE SURWHFWHG OHDYH IRU VSHFLILHG IDPLO\ DQG P  
LQVXUDQFH FRYHUDJH XQGHU WKH VDPH WHUPV DQG FRQGLWLF  
)DFW 6KH HPSOR\HH 3URWHFWLF DQG XQGHUWKH 00\$  
3URYLVLRQV XQGHU WKH )0/\$

(DJLEOH HPSOR\HHV DUH HQWLWOHG WR WDNH XS WR ZRUNZ  
WKH UHDVRQV OLVWHG EHORZ See )DFW 6KH 2WHUYL7KH )DPLO\

- x The birth of a child and to bond with the newborn child within one year of birth.

\$QHPSOR\HH V HQWLWOHPHQW WR )0/\$ OHDYH IRU ELUWK DQ  
ELUWK %RWK PRWKHUV DQG IDWKHUV KDYH WKH VDPH UL  
%LUWK DQG ERQGLQJ OHDYH PXVW EH WDNHQ DV D FRWLQ  
DOORZ LQWHUPLWWHQW OHDYH SDUHQW WR LPHWFKWGXZRR  
ZHNV

- x The placement with the employee of a child for adoption or foster care and to bond with the newly placed child within one year of placement.

)0/\$ OHDYH PD\ EH WDNHQ EHIRUH WKH DFWXDO SODFHPHQW  
ZRUN LV UHTXLUHG IRU WKH SODFHPHQW IRU DGRSWLRQ RU  
HPSOR\HH PD\ EH HQWLWOHG WR )0/\$ OHDYH WR DFWXHQG F  
KLV RU KHU DWRUQH\ RU WKH ELUWK SDUHQW V UHSUHVH  
DQRWKHU FRXQWU\ WR FRPSOHWH DQ DGRSWLRQ EHIRUH W  
ZLWK D FKLOG DIWHU SODFHPHQW PXVW EH WDNHQ DV D FR  
WR DOORZ LQWHUPLWWHQW OHDYH \$Q HPSOR\HH V HQWL  
IRU DGRSWLRQ RU IRVWHU FDUH H[SLUHV PRQWKV DIWHU

- x A serious health condition that makes the employee unable to perform the functions of his or her job.

\$QHPSOR\HH LV 3XQDEOH WR SHUIRUP WKH IXQFWLRQV RI WK  
ILQGV WKDW WKH HPSOR\HH

\$Q HPSOR\HH ZKR PXVW EH DEVHQW IURP ZRUN WR UHFHLY  
FRQGLWLRQ LV FRQVLGHUHG WR EH XQDEOH WR SHUIRUP W  
DEVHQFH IRU WUHDWPHQW

- x To care for the employee's spouse, son, daughter, or parent who has a serious health condition.

\$Q HPSOR\HH PXVW EH QHHGHG WR SURYLGH FDUH IRU KLV  
RI WKH IDPLO\ PHPEHU\ V VHULRXV KHDOWK FRQGLWLRQ LQ  
HPSOR\HH PD\ EH QHHGHG WR SURYLGH FDUH WR WKH IDPLO  
x ZKHQ WKH IDPLO\ PHPEHU LV XQDEOH WR FDUH IRU KLV R  
EHFDXWKR VHULRXV KHDOWK FRQGLWLRQ RU QHHGV KHO  
x WR SURYLGH SV\FKRORJLFDO FRPIRUW DQG UHVVXUDQF  
FRQGLWLRQ

Spouse 6SRXVH PHDQV D KXVEDQG RUGZLQ WKVHGVMIDQGHYZRHXUHD FRKJH L JH  
PDUULQHG FOK GQGILYQVDPHPIV DUUR ERPPRQPODZLSRFXVH DOVR LQFOXGHV  
KXVEDQG RU ZLIH LQ D PDUULDJH WKDW ZDV YDWBKBCADHUQVBUJHG LQWF  
FRXOG KDYH EHHQ HQWMDHGLQWR LQ DW OHDVW RQH

Parent 3DUHQW PHDQV D ELRORJLFDO DGRSWLYH VWHS RU IRVWHU IDW  
VWRRG LQ ORFR SDUHQWLV WR WKH HPSOR\HH ZKHQ WKH HPSOR\HH Z  
3LQ ODZ

Son or Daughter 6RQ RU GDXJKVEHROPHUDQDO DGRSWHG RU IRVWHU FKLOG I  
RU D FKLOG RI D SHUVRQ VWDQGLQJ LQ ORFR SDUHQWLV ZKR LV HLV  
3LQFDSDEORUH EHIODXVH RI D PHQWDO RU SK\SLGBOYGLVD ELRLW\ DW  
FRPPHQFH

In Loco Parentis 7KH )0/\$ UHJXODWLRQV GHILQH LQ ORFRSDUHQWLV DV LQ  
UHVSQRVLELOLWLHV WR FDUH IRU RU ILQDQFLDOO\ VXSSRUW D FKLOG  
UHODWLRQVKLS ZLWK D FKLOG PD\ QRQHWKHQHV VWDQG LQ ORFR S  
OHDYH 6LPLODUO\ DQ HPSOR\HH PD\ WDNH OHDYH WR FDUH IRU VRP  
ELRORJLFDO UHODWLRQVKLS WR WKH HPSOR\HH ZKHQ WKH HPSOR\HH  
HPSOR\HH ZKHQ WKH HPSOR\HH ZDV D FKLOG HYHQ LI WKH\ KDYH QR

See also \$GPLQLVWUDWRU\TV , QWYHDSVUHWDMWRQ %R )0/\$ OHDYH IRU ELUWK  
WR FDUH IRU D FKLOG ZLWK D VHULRXV KHDOWK FRQGLWLRQ RQ WKH  
6KHHW & )0/\$ OHDYH WR FDUH IRU D SDUHQW ZLWK D VHULRXV KHD  
SDUHQWLV UHODWLRQVKLS

DUUDQJHPHQW DWWHQGLQJ FHUWDLQ PLOLWDU\ FHUHPRQI  
PLOLWDU\ PHPEHU RQ 5HVW DQG 5HF R SHUDNWLQRJQI LQHDQYFL D  
DUUDQJHPHQWV WR DGGUHV V D FRYHUHG VP LY OLLWV WBA FCHUHDHM  
WSDUHQW RI WKH 2K DQW WKHPHQW DU\ PHPEHU (See) DV VR Q FRY  
6KHHWF 4XDOLI\LQJ ([LJHQF\ OH \$QH XPSORUHMKPHD) OWS  
H[LJHQ HDYH IRU WKH GHSOR\PHQW RI D VRQ RU GDXJKWHU

\$Q HOLJLEOH HPSOR\H26 w Brweds OR/IR) W/ \$ NCH X \$ HWIRQ D VLQJOH

- x To care for a covered servicemember with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the servicemember (military caregiver leave).

(OLJLEOH IDPLO\ PHPEHUV RI ERWK FXUUHQW VHUYLFHPHQW  
PLOLWDU\ FD See) D F WU6 KHHDWH