

# Employee Leave and the Law

Under the Family and Medical Leave Act of 1993, certain employers must give eligible employees up to 12 work weeks of unpaid leave during any 12 months for the birth and care of a newborn child, an adoptee, or a foster child; for the care of a spouse, child or parent with a serious health condition; and when the employee is unable to work because of serious health condition.

The law typically covers employers with 50 or more employees and applies to workers who have been employed by the company for at least 12 months and have worked at least 1,250 hours during the 12 months before the leave starts.