

Am I Covered? Facilitator's Answers

Read the following scenarios and answer the question posed in each. Each workplace meets the requirement for FMLA eligibility.

- 1) Elaine has worked full-time at S&S Manufacturing for two years. Her father has cancer and is not expected to live for more than two months. Is she covered to take time off to be with him at home?

Yes, Elaine is covered. The FMLA covers time off to care for an ill parent.

- 2) Juan has a bad back. His doctor wants him to be able to come in to work late on days his back hurts, so that he can loosen it up at home. Under the FMLA, is this possible?

Yes, FMLA may be taken intermittently if Juan's back condition is a chronic, serious condition.

- 3) Sue finished high school last May started a new job. She broke her leg in December. She needs to take two weeks off to get better. Is she covered?

No, Sue is not covered. She had not worked for her employer for at least 12 months before breaking her leg.