

COUNTY FML vs. FEDERAL FMLA

	County – FML	Federal - FMLA
Governing law:	County Personnel Law § 16-225.01 Personnel Procedure 284	29 U.S.C. § 2601 et. seq. 29 CFRP Part 82529 C.F.R. Part 825
Eligible employees:	<ul style="list-style-type: none"> • Must be eligible to earn annual leave; • Must have been employed by the County for 12 months; • Must be in any pay status for 1,040 hours during the previous 12 months; 	<ul style="list-style-type: none"> • Must have been employed for 12 months • Must have actually worked 1,250 hours during the previous 12 months
Provided Benefits:	15 workweeks of unpaid leave for a qualifying condition, job protection, and health care coverage during an employee’s 12 month rolling period	12 workweeks of unpaid leave for a qualifying condition, job protection, and health care coverage during an employee’s 12 month rolling period
Covered Family members:	Spouse, child, parent, or parent-in-law	Spouse, child, or parent
Qualifying conditions:	<ul style="list-style-type: none"> ▪ Birth of a child, placement of a minor child with employee for adoption or foster care, and/or to bond with the newborn or newly placed child; ▪ Employee’s serious health condition that makes employee unable to work; ▪ To care for employee’s family member who has a serious health condition; ▪ To address any qualifying exigency arising out of the fact that the employee's family member is a covered military member on active duty; or ▪ To care for a covered military member who has a serious injury or illness if the employee is the military member's family member or next of kin. Under this circumstance, FML/FMLA benefits coverage may extend up to a total of 26 workweeks during a "single 12-month period". 	Same qualifying conditions as FML

*In the case of birth and/or adoption of a child there is no length of service requirement.