

Understanding the Family Medical Leave Act (FMLA) and Its Application

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Introduction

Federal employment law entails a set of laws and regulations that govern various aspects of the employer-employee relationship at the federal level in the United States. These laws cover various topics, including hiring practices, wages, hours, workplace safety, discrimination, and employee benefits. These laws are enforced by various federal agencies such as the Department of Labor (DOL), the Equal Employment Opportunity Commission (EEOC), the Occupational Safety and Health Administration (OSHA), and others.

This paper focuses on the Family Medical Leave Act of 1993 (FMLA), mainly administered by the DOL. The goal is to enlighten the company on its purpose, eligibility requirements, and employee and employer rights and responsibilities under FMLA. The information will help the company to develop an HR policy and manual that can effectively help to handle a specific situation. The information is crucial to safeguarding the employment rights of eligible workers, ensuring job protection, and providing essential support for individuals facing pressing family or medical circumstances, thereby contributing to a more balanced and equitable workplace environment.

Purpose of FMLA

The FMLA is crucial in the workplace since it balances employers' interests and employees' requirements regarding their personal and family demands during challenging or urgent periods. The law was created in 1993, revised in 2008, and brought into full force in 2009, including the right to military family leave (U.S. Department of Labor, 2022).

The Department of Labor's wage and hour division is in charge of administering it. The U.S. Department of Labor (2022) indicates that FMLA mainly requires firms with 50 or more employees within a 75-mile radius to provide up to 12 weeks of unpaid, job-

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S Ben Porath



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