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**CALLING ALL CAREGIVERS SUMMIT**  
**February 8-14, 2021**

To all Caregivers,

First and foremost, I hope that you and your loved ones are staying safe and healthy. Also, I want to thank you for participating in the Calling All Caregivers Summit. It is a privilege for me to be part of the Summit.

**THE FAMILY AND MEDICAL LEAVE ACT: HELP FOR CAREGIVERS**

- I. What is the FMLA and How Can It Help Caregivers?
  - a. The FMLA is a federal law that allows an eligible employee to take up to twelve weeks of flexible leave within a twelve-month period for her or his serious health condition or to care for certain family members who suffer from a “serious health condition.”
  - b. What the FMLA Offers:
    1. Job protection (provided you return to your job at the conclusion of your leave);
    2. Opportunity to continue your health insurance provided that you continue to pay your part of the premium;
    3. Leave is unpaid and an employer can (and usually does) require an employee to use sick/vacation/PTO time concurrently with FMLA leave.

## II. Who Can Use FMLA Leave?

### a. An employee who works for:

1. A private sector employer with 50 or more employees;
2. A public or private elementary or secondary school;
3. A public agency; or
4. An employer that offers FMLA leave even if it not required to do that under the law. (Check your employee handbook for your employer's FMLA policy.)

### b. An eligible employee is one who:

1. Has worked for the employer for at least twelve months. (That time need not be consecutive.)
2. Has worked at least 1250 hours for the employer in the twelve months prior to the start of FMLA leave.
3. Is employed at a work site with 50 or more employees within 75 miles of that location.

### c. Reasons for Leave.

1. For the birth or placement of a child for adoption or foster care;
2. To care for a spouse, son, daughter, or parent with a "serious health condition." (Parent does not include in-laws.);
3. For the employee's own "serious health condition"; or
4. For military family leave.

## III. Illustrations of Who You Can Use FMLA Leave to Care For.

### a. You:

1. Yourself;
2. Your spouse;
3. Your son(s) and daughter(s);
4. Your parents.

### b. Your Spouse:

1. His or herself;

2. You;
3. Her or his son(s) and daughter(s);
4. His or her parents.

c. Your Child:

1. His or herself;
2. You and/or their mother/father;
3. The child's spouse;
4. The child's son(s) and daughter(s).

d. Your Siblings:

1. Her or himself;
2. Their spouse;
3. Their children;
4. Your/their parents.

IV. Requesting FMLA Leave.

- a. Provide adequate and timely notice.
- b. 30 days' notice or as soon as practicable for foreseeable leave.
- c. As soon as practicable for unforeseen leave.
- d. Provide enough information to make your employer aware of your need for FMLA leave.

Let me know if you have questions. Thank you again for your participation in the Summit and all that you do as a Caregiver.

*Paul J. Corrado*