FMLA RED FLAGS

If any of the following situations apply to an employee’s request for leave, contact Human Resources or your employment lawyer to determine whether the leave is covered by the Family and Medical Leave Act (FMLA):

- Employee or employee’s parent, spouse, or child stayed or will stay overnight in a hospital or other care facility.

- Employee or employee’s parent, spouse, or child have had or will have more than three consecutive calendar days of incapacity for any medical reason (including Workers’ Compensation).

- Employee or employee’s parent, spouse, or child had or will have ongoing absences related to a chronic medical condition.

- Employee’s absence is related to her pregnancy or prenatal care.

- Employee (father or mother) is absent to care for a newborn child.

- Employee (man or woman) is absent for reasons related to an adoption or foster child placement.

- Employee requests medical leave and does not explain the need for the leave.

- Employee’s absence is related to an injury or illness of a family member who is a member of the Armed Forces, including the Guard and Reserves.

- Employee’s absence is related to a family member being called to active duty.

- Employee specifically requests FMLA leave.

This is a list of common events possibly triggering FMLA leave. Please keep in mind that this is not an exhaustive list of FMLA events - there are others. If you have a question about whether a leave is covered by the FMLA, check with Human Resources or your employment lawyer.

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