

REGULATION	EMPLOYEE COVERAGE	LEAVE/ PAYMENTS	MEDICAL CERTIFICATION	HEALTH CARE BENEFITS	REINSTATEMENT
WORKERS' COMPENSATION	Administered at the state level. Employee covered at date of hire.	Workplace injury. Paid leave, by carrier, while out of work until permanent and stationary or light duty available.	Degree of injury, expected recovery, current condition, fit for duty.	Varies by state. If concurrent with FMLA (12 weeks) and/or employer policies.	Light duty, modified duty, full-time once permanent and stationary, unless job legitimately eliminated.
ADA	15 or more employees. Covered at date of hire.	Unpaid leave as a reasonable accommodation for disability.	No set process. Follow FMLA approach. Second opinion only if for lack of accommodation info or to assess direct threat/safety concern.	Continuation of health benefits per company policy.	Suggested but not absolute. Extended leave not required. Light duty or new position not required. Undue hardship defense.
FMLA	50 or more employees within a 75 mile radius. Employee must work at least 1,250 hours in preceding year, with 12 months of service.	12 weeks continuous/intermittent unpaid leave to care for self, parent, or child with a serious health condition. Also for military caregivers and exigency leave.	Use FMLA designated forms (or equivalent notice). May get second opinion at employer expense.	Normal cost sharing. Employer pays for up to 12 weeks. 26 weeks for military caregivers. Employees pay their share.	Absolute right unless job legitimately eliminated or accommodation. Key employee exception. Light duty can be refused.

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