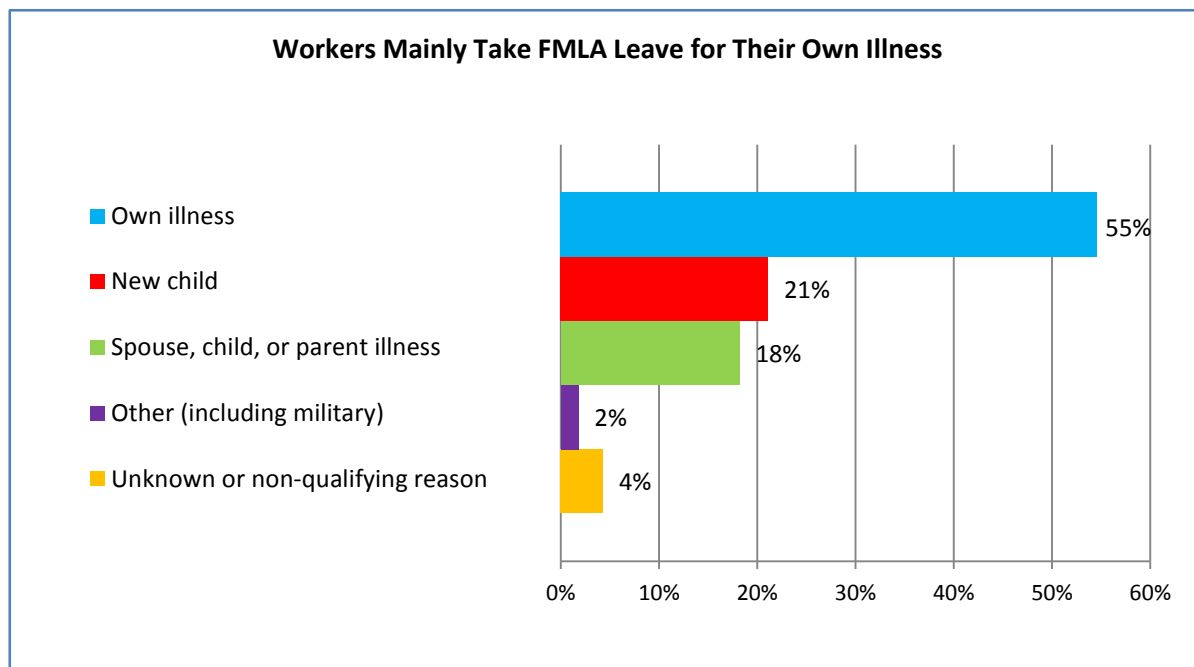


The Family and Medical Leave Act (FMLA) at Work

1. What's the evidence?

More than half of workers are eligible for the protections under FMLA. FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons. A 2012 survey of workers found that 13 percent reported taking FMLA-qualifying leave in the preceding 12 months. **Over half of the leave events are taken for the employee's own illness**, and another 39 percent are taken for the birth of a child or to care for an ill family member.



2. What's the implication?

Eligible workers take FMLA leave mainly because of their own illness, and that flexibility and security likely is important to them. Raising awareness of the FMLA may help employees better understand their right to leave for other qualifying reasons, such as caring for a sick child, parent, spouse, or a deploying, wounded, injured, or ill veteran or family member.

3. For more information

- Klerman, Jacob Alex, Kelly Daly, and Alyssa Pozniak (2012). [Family and Medical Leave in 2012: Technical Report](#). Cambridge, MA: Abt Associates.
- [DOL Wage and Hour Division Information on the Family Medical Leave Act](#)