

Policy 5328: Family Medical Leave

Status: ADOPTED

Original Adopted Date: 10/16/2012 | **Last Reviewed Date:** 10/16/2012

Family Medical Leave (Alternate 2)

Family Medical Leave

Employees are eligible for benefits under the Family Medical Leave Act when the District has fifty (50) or more employees. The School District has less than fifty (50) employees, and therefore employees are not eligible for FMLA benefits.

NOTE: This provision applies to school districts with fifty (50) or more employees. Those districts with less than fifty (50) employees must comply with notice and record retention but are not obligated to provide the leave as a benefit of any employee's employment. The FMLA poster may be obtained by going to the Montana Department of Labor website, highlight "Resources & Services" tab and click on "Required Postings".

Montana Code Annotated References

49-2-303

Description

Discrimination in Employment

United States Code References

29 U.S.C. §2601, et seq

Public Law 110-181

Description

Family and Medical Leave Act

National Defense Authorization Act for FY 2008

Code of Federal Regulations References

29 C.F.R. Part 825

Description

Family and Medical Leave Regulations

Cross References

5321

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Description

[Leaves of Absence](#)

[Long-Term Disability Leave](#)

[Long-Term Disability Leave - Long Term Illness-Temporary Disability-Maternity Leave Procedure](#)