

## FMLA Quick Reference

### FML - Self

Reason	Minimum	Maximum	Early Return	Extension
Childbirth	Per medical advice	12 weeks	With doctor approval	Yes, if 12 weeks not yet met
Adoption/Child Placement	Any	12 weeks	Yes	Yes, if 12 weeks not yet met
Health/Medical	Per medical advice	Per medical advice up to 12 weeks	With doctor approval	With doctor approval, if 12 weeks not yet met

### FML - Family Member

Reason	Minimum	Maximum	Early Return	Extension
Childbirth	Any	12 weeks	Yes	Yes, if 12 weeks not yet met
Adoption/Child Placement	Any	12 weeks	Yes	Yes, if 12 weeks not yet met
Health/Medical	Any	Per medical advice up to 12 weeks	Yes	With doctor approval, if 12 weeks not yet met

### FML - Military

Reason	Minimum	Maximum	Early Return	Extension
Exigency (deployment of spouse, parent, son or daughter)	Any	12 weeks	Yes	Yes, if 12 weeks not yet met
Caregiver (must be spouse, parent, son, daughter, or next of kin)	Any	Per medical advice up to 26 weeks	Yes	With doctor approval, if 26 weeks not yet met*

\* Caregiver is entitled to 26 work weeks of leave for any FMLA-qualifying reason during the 12 month period. If caregiver has used 12 weeks of FML on their own medical condition, they can still receive up to 14 weeks of military caregiver leave, if needed.