

**1993**  
passed by congress

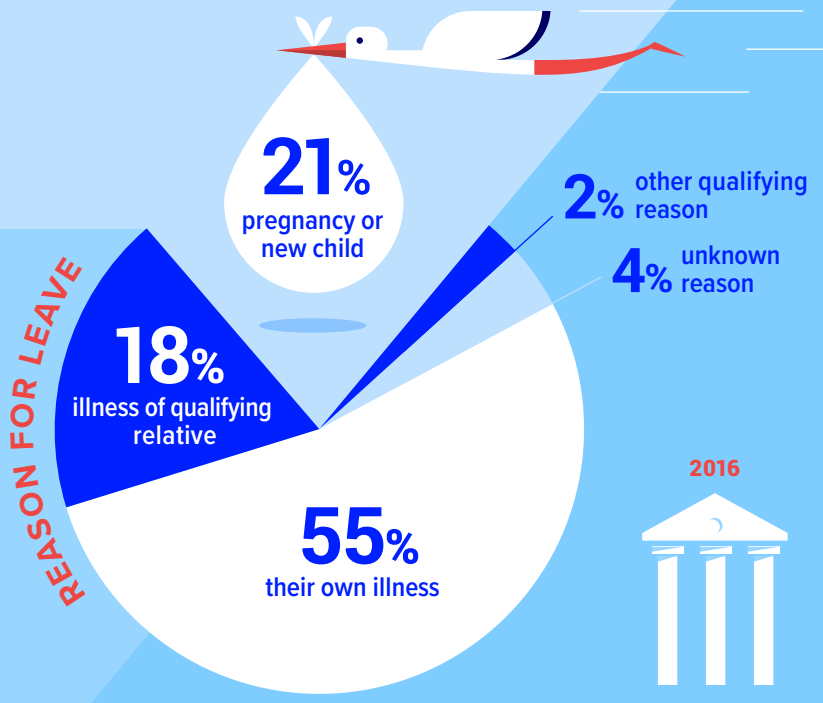
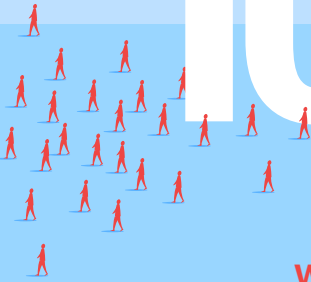
# Family & Medical Leave Act

UP TO **12**  
work weeks of leave

Since its enactment, the FMLA has been used more than

# 100M

TIMES



## WHO QUALIFIES



**13%** of all employees reported taking leave for a qualifying FMLA reason in the past 12 months



## COMMUNICATING WITH EMPLOYEES

**OVER 50%** of workers learn about FMLA from their employer or HR office

**LESS THAN 4%** learn about it from the informational FMLA posters

**90%** of employees report that they return to work at their same employer, after an FMLA leave



**33%** of employers are still manually managing and tracking family and medical leave



**TRACKING INTERMITTENT LEAVE** continues to be the most challenging FMLA activity for employers of all sizes