

## **FMLA Leave for City Employees**

The City of Charlotte grants Family Medical Leave (FMLA) to eligible city employees which can be used to cover:

- an employee's medical treatment related to pregnancy;
- the birth, adoption or placement of a child, or;
- a serious health condition of an employee or an employee's covered family member.

Although FMLA grants up to 12 work weeks of unpaid leave, the City of Charlotte allows use of accrued paid leave to supplement time away from work to lessen the financial burden.

At any time a need for FMLA arises, employees should contact the Human Resources staff person in their department or contact City Human Resources for assistance. FMLA applies to both mothers and fathers.

In addition, the City of Charlotte grants Military-FMLA coverage for certain military events including activities associated with the active-duty deployment of a city employee's family member serving in the military, and/or to enable employees the ability to provide care for service members or veterans injured in the line of duty.