

# Highlights of the Family & Medical Leave Act (FMLA) Program

## Facts About FMLA

- If you need time away from work to recover from an illness or injury or to care for a loved one in need, the Family & Medical Leave Act (FMLA) is there to help.
- The law allows you a maximum of 480 hours off while protecting your job. However, at SRNS we allow a maximum of 600 hours (or 26 weeks leave for Military Exigency).
- You must be employed by SRNS for 12 months and worked 1,250 hours to be eligible for FMLA.
- You may use TimeBank or take the hours off unpaid. If on an approved Short Term Disability (STD), you may use STD time, if eligible.
- Note that FMLA time runs concurrently with Short Term Disability time.
- For more information on the FMLA program, e-mail  
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