

# Your Notice of FMLA Rights

You will have the following *rights* while on FMLA leave:

- You have a right to up to 12 weeks of unpaid leave in a 12-month period. We calculate FMLA usage over the past 12 months.
- You have a right to up to 26 weeks of unpaid leave in a single 12-month period to care for a covered service member or veteran with a serious illness/ injury.
- You must be reinstated to the same or an equivalent job with the same pay, benefits, and terms and conditions of employment on your return from FMLA protected leave. (If your leave extends beyond the end of your FMLA- protected entitlement, you do not have return to work rights under FMLA)
- You are not considered a “key employee”. FMLA defines “key employee” as one whose restoration to employment following FMLA leave will cause substantial and grievous injury to the employer.