

# National Guides



## Littler on Leaves of Absence: Family, Medical & Pregnancy Leaves

**Scope of Discussion.** Issues associated with employee leave rights may be the most challenging currently faced by employers. With overlapping (and sometimes conflicting) federal statutory rights, military leave, and the various leaves available under state law, employers face the reality that every employee request for time off may involve potential legal exposure, as well as significant operational frustrations. This publication includes a summary of the Family and Medical Leave Act (FMLA) in light of the FMLA regulations and existing case law. It also touches on three related areas—paid sick leave, pregnancy leave, and fetal protection policies. For a discussion of military leave and civic duty leave, see *Littler On Leaves Of Absence: Military & Civic Duty Leaves*.

The focus of this publication is federal law. While some state law distinctions may be included, the coverage is not comprehensive.

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