

---

## FMLA Toolkit

This Toolkit contains information, forms, factsheets and resources to assist you in being compliant with the laws & regulations relating to the **Family and Medical Leave Act (FMLA)**.

---

### Regulations & Policies

- [Family and Medical Leave Act of 1993 \(FMLA\)](#)
- [FMLA Sample Policy](#)
- [GINA Statement](#) (to include with notice to employees requesting any type of medical leave, including FMLA)

### Posters, Forms & Fact Sheets

- [#28 - The Family and Medical Leave Act of 1993](#)
- [#28A - Employee Protections Under the Family and Medical Leave Act](#)
- [#28B - Loco Parentis - birth, bonding, or a child – \[English\]\(#\) / \[Spanish\]\(#\)](#)
- [#28C - Loco Parentis - care of parent – \[English\]\(#\) / \[Spanish\]\(#\)](#)
- [#28D - Employer Notice Requirements](#)
- [#28E - Employee Notice Requirements](#)
- [#28F - Qualifying Reasons for Leave](#)
- [#28G - Certification of a Serious Health Condition](#)
- [#28H - 12-month Period Under the Family and Medical Leave Act](#)
- [#28I - Calculation of Leave under the Family and Medical Leave Act](#)
- [#28J - Special Rules for Airline Flight Crew Employees](#)
- [#28K - “Son or Daughter” 18 Years of Age or Older](#)
- [#28M - The Military Family Leave Provisions under the Family and Medical Leave Act](#)
- [#28M\(a\) - Military Caregiver Leave for a Current Servicemember under the Family and Medical Leave Act](#)
- [#28M\(b\) - Military Caregiver Leave for a Veteran under the Family and Medical Leave Act](#)
- [#28M\(c\) - Qualifying Exigency Leave Under the Family and Medical Leave Act](#)
- [Certification for Employee’s Serious Health Condition](#)
- [Certification for Family Member’s Serious Health Condition](#)
- [Certification for Servicemember’s Serious Health Condition](#)
- [Certification for Veteran’s Serious Health Condition](#)
- [Certification of Qualifying Exigency](#)
- [Designation Notice](#)
- [FMLA Poster](#)
- [Medical Release to Work](#)
- [Military FAQs](#)
- [Non-Military FAQs](#)
- [Notice of Eligibility and Rights & Responsibilities](#)

### Additional Guidance & Resources

- [Confidentiality Requirements of HIPAA, ADA, and FMLA](#)
- [Comparison Chart – ADA-FMLA-WC](#)
- [Comparison Chart – ADA-FMLA-WC-HIPAA-GINA](#)
- [DOL FMLA Page](#)
- [EAF Legal Alerts \(\[Login\]\(#\) to the members only website\)](#)
- [Employee’s Guide to FMLA](#)
- [Employer’s Guide to FMLA](#)



- 
- [Employee's Guide to Military Family Leave](#)
  - [FMLA, ADA, and Title VII of the Civil Rights Act of 1964](#)
  - [FMLA Counting Methods](#)
  - [FMLA Decision Chart](#)
  - [FMLA and GINA](#)
  - [Guidance on Curbing FMLA](#)
  - [Opinion Letter - FMLA2020-1-A](#): Addressing whether a combined general health district must count the employees of the county in which the health district is located for the purpose of determining FMLA eligibility for its employees.
  - [What Managers Need to Know](#)

**\*Also check out the CCH HR Compliance Library for the FMLA/ADA Advisor**