

## FMLA: Pop Quiz

Work with a partner to decide whether these employees could be covered by the FMLA:

- 1) Bob has worked in your unit for over 10 years. Last year, his back started to bother him. As his back has gotten worse, Bob has needed to visit his doctor more and more, and take more and more time off work. His Sick Leave balances are getting low, and his supervisor is always bugging him to get doctor's notes. Bob comes to you for help. Could the FMLA help Bob?
- 2) Jose has cancer and needs to attend chemotherapy appointments. He wants to continue working during his treatment, but he can only work half-days. He comes to you for advice.
  - What question do you need to ask Jose?
  - Can the FMLA help Jose work half-days?
- 3) Sandy often takes care of her mother-in-law. Her mother-in-law is having surgery and will need someone to stay home with her for 6-8 weeks afterwards. Can Sandy use the FMLA to take time off?
- 4) Rayna has worked on your floor for about six months. She just passed probation. She's pregnant. She asks you about medical leave. Does the FMLA cover Rayna?
- 5) Rayna's wife Le also works in your building. She has been working there for 3 years. Knowing that, what should you tell Rayna, about FMLA leave?