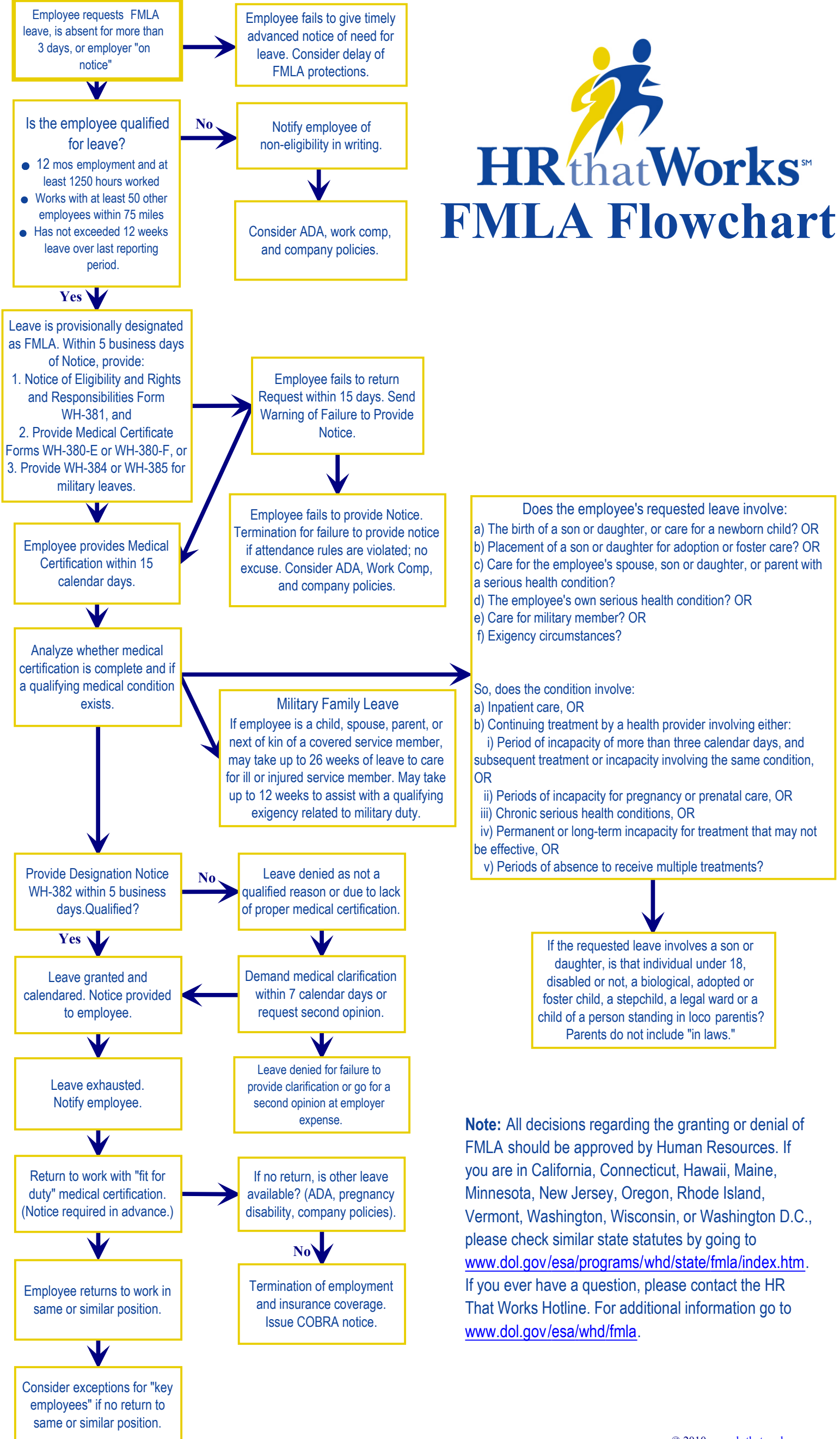




HR that WorksSM

FMLA Flowchart



Note: All decisions regarding the granting or denial of FMLA should be approved by Human Resources. If you are in California, Connecticut, Hawaii, Maine, Minnesota, New Jersey, Oregon, Rhode Island, Vermont, Washington, Wisconsin, or Washington D.C., please check similar state statutes by going to www.dol.gov/esa/programs/whd/state/fmla/index.htm. If you ever have a question, please contact the HR That Works Hotline. For additional information go to www.dol.gov/esa/whd/fmla.