

\$Q HPSOR\HH ZKR PXVW EH DEVHQW IURP ZRUN WR UHFHLY
FRQGLWLRQ LV FRQVLGHUHG WR EH XQDEOH WR SHUIRUP W
DEVHQFH IRU WUHDWPHQW

x To care for the employee's spouse, son, daughter, or parent who has a serious health condition.

\$Q HPSOR\HH PXVW EH QHHGHG WR SURYLGH FDUH IRU KLV
RI WKH IDPLO\ PHPEHU\ V VHULRXV KHDOWK FRQGLWLRQ LQ
HPSOR\HH PD\ EH QHHGHG WR SURYLGH FDUH WR WKH IDPLO
x ZKHQ WKH IDPLO\ PHPEHU LV XQDEOH WR FDUH IRU KLV R
EHFDXWKR VHULRXV KHDOWK FRQGLWLRQ RU QHHGV KHO
x WR SURYLGH SV\FKRORJLFDO FRPIRUW DQG UHVVXUDQF
FRQGLWLRQ

Spouse 6SRXVH PHDQV D KXVEDQG RUGZLQ WKVHGVMDOCHGZFRKXUDHFRKJH L JH
PDUULQHG FOK GQGILQVDPDPV DUUR ERPPRQPODZLSRFXVH DOVR LQFOXGHV
KXVEDQG RU ZLIH LQ D PDUULDJH WKDW ZDV YDWBKBCADHUOVBUJHG LQWF
FRXOG KDYH EHHQ HQWMDHGLQWR LQ DW OHDVW RQH

Parent 3DUHQW PHDQV D ELRORJLFDO DGRSWLYH VWHS RU IRVWHU IDW
VWRRG LQ ORFR SDUHQWLV WR WKH HPSOR\HH ZKHQ WKH HPSOR\HH Z
3LQ ODZ

Son or Daughter 6RQ RU GDXJKVEHROPHUDQDO DGRSWHG RU IRVWHU FKLOG I
RU D FKLOG RI D SHUVRQ VWDQGLQJ LQ ORFR SDUHQWLV ZKR LV HLV
3LQFDSDEORUH EHIODXVH RI D PHQWDO RU SK\SLGBOYGLVD ELRLW\ DW
FRPPHQFH

In Loco Parentis 7KH)0/\$ UHJXODWLRQV GHILQH LQ ORFRSDUHQWLV DV LQ
UHVSQRVLELOLWLHV WR FDUH IRU RU ILQDQFLDOO\ VXSSRUW D FKLOG
UHODWLRQVKLS ZLWK D FKLOG PD\ QRQHWKHOHVV VWDQG LQ ORFR S
OHDYH 6LPLODUO\ DQ HPSOR\HH PD\ WDNH OHDYH WR FDUH IRU VRP
ELRORJLFDO UHODWLRQVKLS WR WKH HPSOR\HH ZKHQ WKH HPSOR\HH
HPSOR\HH ZKHQ WKH HPSOR\HH ZDV D FKLOG HYHQ LI WKH\ KDYH QR

See also \$GPLQLVWUDWRU\TV ,QWYHDFSVH WIDHWLRQ %R)0/\$ OHDYH IRU ELUWK
WR FDUH IRU D FKLOG ZLWK D VHULRXV KHDOWK FRQGLWLRQ RQ WKH
6KHHW &)0/\$ OHDYH WR FDUH IRU D SDUHQW ZLWK D VHULRXV KHD
SDUHQWLV UHODWLRQVKLS

DUUDQJHPHQW DWWHQGLQJ FHUWDLQ PLOLWDU\ FHUHPRQI
PLOLWDU\ PHPEHU RQ 5HVW DQG 5HF R SHUDNWLQRJQI LQHDQYFL D
DUUDQJHPHQWV WR DGGUHV V D FRYHUHG VP LY OILWV DRA FCHUHDRA
WSDUHQW RI WKH 2K DQW DUKHPHPELW DU\ PHPE (See) DV VR Q FRY
6KHHWF 4XDOLI\LQJ ([LJHQF\ OH \$QH XPSORUHMKPHD) OWS DNH TX
H[LJHQ HDYH IRU WKH GHSOR\PHQW RI D VRQ RU GDXJKWHU

\$Q HOLJLEOH HPSOR\H26 wBrDweeD OR/IR) W/ \$ NCH X \$ HWIRQ D VLQJOH

- x To care for a covered servicemember with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the servicemember (military caregiver leave).

(OLJLEOH IDPLO\ PHPEHUV RI ERWK FXUUHQW VHUYLFHPH
PLOLWDU\ FD See) D F WU6 KHHDWH