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The FMLA provides for up to 12 weeks of unpaid leave per year. This leave can be used for the care of a child, spouse, or parent with a serious health condition, for the employee's own serious health condition, or for the death of a family member. The FMLA also provides for the continuation of group-term life insurance, health, dental, and vision insurance during the leave period.

The FMLA is a complex law with many provisions. It is important for employers and employees alike to understand the law and its requirements. The FMLA is a critical part of the labor law landscape and has a significant impact on the lives of millions of Americans.

CONCLUSION

The FMLA is a federal law that provides eligible employees with the right to take unpaid, job-protected leave for specified family and medical reasons. The law was enacted in 1993 and has since been amended several times. The most recent amendments were made in 2008 and 2010. The FMLA applies to employers with 50 or more employees who work at least 20 weeks in the current or preceding calendar year. Employees who have worked for the employer for at least 12 months and have at least 1,250 hours of service are eligible for FMLA leave.

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