General Personnel

Administrative Procedure - Resource Guide for Family and Medical Leave

School Code

105 ILCS 5/24-6.4 (mandates a lower 1,000 hour threshold for FMLA eligibility rather than 1,250 hours).

Online Resources

Compilation of resources from the U.S. Dept. of Labor (DOL), Wage & Hour Division
www.dol.gov/whd/fmla

Revised FMLA Poster
www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf

Certification of Health Care Provider for Employee's Serious Health Condition
www.dol.gov/whd/forms/WH-380-E.pdf

Note: Consult the Board Attorney to ensure that: (1) the District is using the most recent version of the DOL's FMLA notification and certification forms, (2) Genetic Information Nondiscrimination Act (GINA) safe harbor protections are adequately customized into these forms (the DOL did not include in its forms the specific instructions included in GINA's sample safe harbor provision), and (3) both federal and State law requirements are met.

Certification of Health Care Provider for Family Member's Serious Health Condition
www.dol.gov/whd/forms/WH-380-F.pdf

Notice of Eligibility and Rights & Responsibilities
www.dol.gov/whd/forms/WH-381.pdf

Designation Notice
www.dol.gov/whd/forms/WH-382.pdf

Certification of Qualifying Exigency For Military Family Leave (PDF)
www.dol.gov/whd/forms/WH-384.pdf

Certification for Serious Injury or Illness of a Current Servicemember -- for Military Caregiver Leave
www.dol.gov/whd/forms/WH-385.pdf

Fact Sheet #28 (Non-Military) (PDF)
www.dol.gov/whd/regs/compliance/whdfs28.htm

Fact Sheet #28A (Military) (PDF)
www.dol.gov/whd/regs/compliance/whdfs28a.htm

Field Assistance Bulletin No. 2022-02 - Protecting Workers from Retaliation
www.dol.gov/sites/dolgov/files/WHD/fab/fab-2022-2.pdf

Department of Labor Rules

29 C.F.R. Part 825,
www.ecfr.gov/current/title-29/subtitle-B/chapter-V/subchapter-C/part-825?toc=1

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