

1 **Yaak School District #24** **R**

2
3 **PERSONNEL** 5328

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5 Family Medical Leave

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7 Employees are eligible for benefits under the Family Medical Leave Act when the District has
8 fifty (50) or more employees. The Yaak school District has less than fifty (50) employees, and
therefore employees are not eligible for FMLA benefits.

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12 *NOTE: This provision applies to school districts with fifty (50) or more employees. Those*
13 *districts with less than fifty (50) employees must comply with notice and record*
14 *retention but are not obligated to provide the leave as a benefit of any employee's*
15 *employment. The FMLA poster may be obtained by going to the Montana*
16 *Department of Labor website, highlight "Resources & Services" tab and click on*
17 *"Required Postings".*

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22 Legal Reference: 29 CFR 825, 29 USC 2601, et seq. – The Family and Medical Leave Act
23 of 1993
24 §§2-18-601, et seq., MCA Leave Time
25 §§49-2-301, et seq., MCA Prohibited Discriminatory Practices

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27 Policy History:

28 Adopted on: 6/19/2014
29 Reviewed on: 6/22/2016
30 Revised on: