

FAMILY/MEDICAL LEAVE – Broomhilda Case Study

Broomhilda worked as a temporary secretary for three months in 1987. She was hired into a permanent manager position three months ago. Her husband Brutus has worked in your agency for 16 years. Today, Broomhilda informs you that she is pregnant and will be taking leave in another five and one-half months. You inform her that at the time the leave will commence she will not have been employed for 12 months. Broomhilda says she knows she would need another two weeks to qualify for family/medical leave, but she intends to use eight days of accrued annual and two days of accrued sick leave for the first two weeks of her absence. Then she will take 520 hours of unpaid family/medical leave.

Questions

1. Can the 10 days of paid leave be included as part of the 520 hours (13 weeks) of family/medical leave?
2. What if Broomhilda had been employed for several years like her husband? Would she be required to include her accrued paid leave in her family/medical leave entitlement?
3. If Broomhilda is certified as physically able to return to work after eight weeks of leave, is she entitled to additional family/medical leave? What if she requests a half-time work schedule for the next ten weeks to care for her newborn child? Is such a leave permitted?
4. As an FLSA exempt employee, how will Broomhilda's pay be treated during the reduced work schedule?
5. Does Broomhilda accrue leave while she is on family/medical leave?
6. After the end of Broomhilda's family/medical leave, Brutus requests 520 hours to care for the child. Must his request be granted?
7. What if Brutus works for another state agency?
8. Assume Brutus has 336 hours of annual leave. Is he required to use his annual leave as part of his family/medical leave entitlement? What if he requests to save 80 hours for use after his family/medical leave?