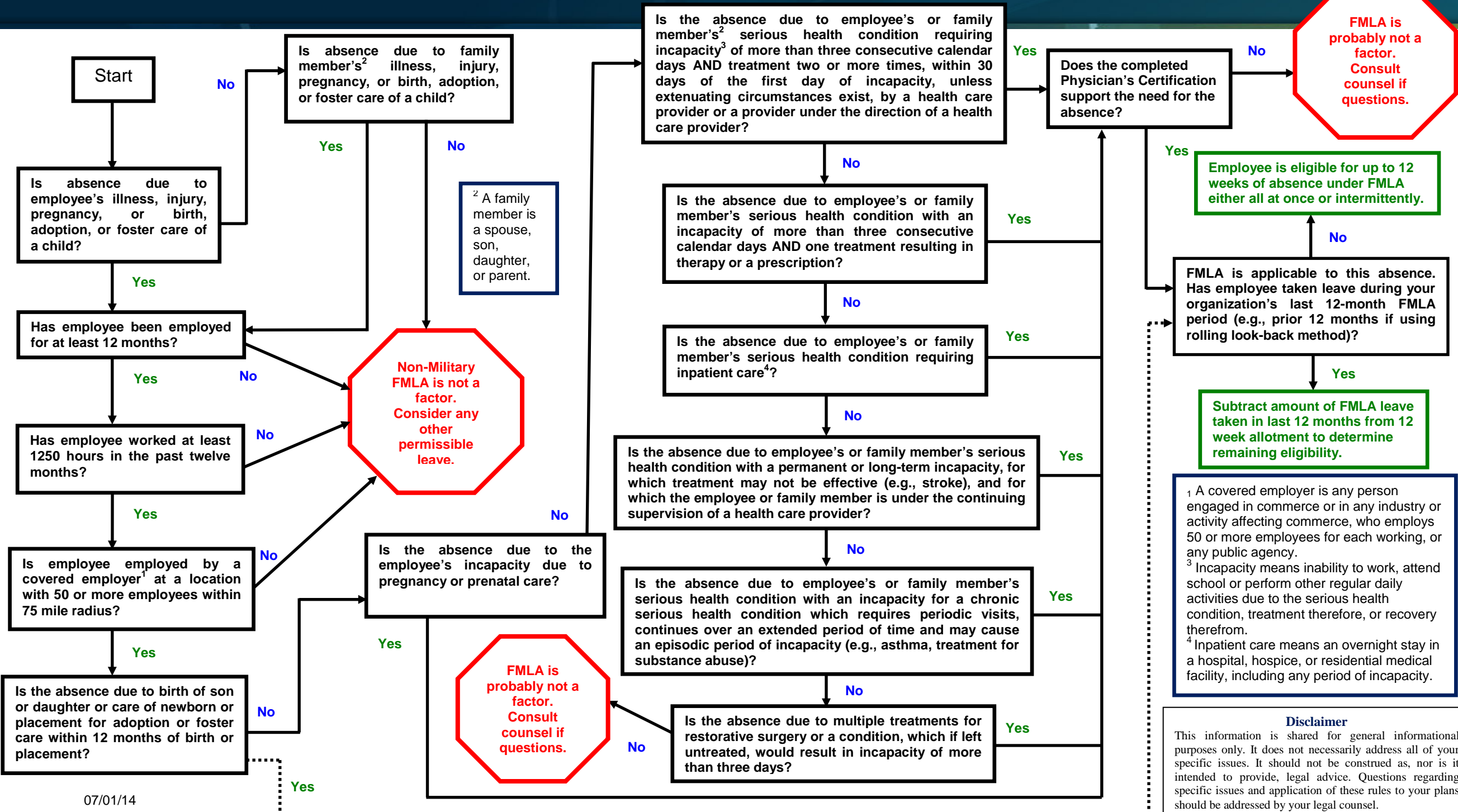


# Federal FMLA Decision Tree

For Non-Military Caregiver or Qualifying Exigency Leave Events



<sup>2</sup> A family member is a spouse, son, daughter, or parent.

<sup>1</sup> A covered employer is any person engaged in commerce or in any industry or activity affecting commerce, who employs 50 or more employees for each working, or any public agency.  
<sup>3</sup> Incapacity means inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment therefore, or recovery therefrom.  
<sup>4</sup> Inpatient care means an overnight stay in a hospital, hospice, or residential medical facility, including any period of incapacity.

**Disclaimer**  
 This information is shared for general informational purposes only. It does not necessarily address all of your specific issues. It should not be construed as, nor is it intended to provide, legal advice. Questions regarding specific issues and application of these rules to your plans should be addressed by your legal counsel.