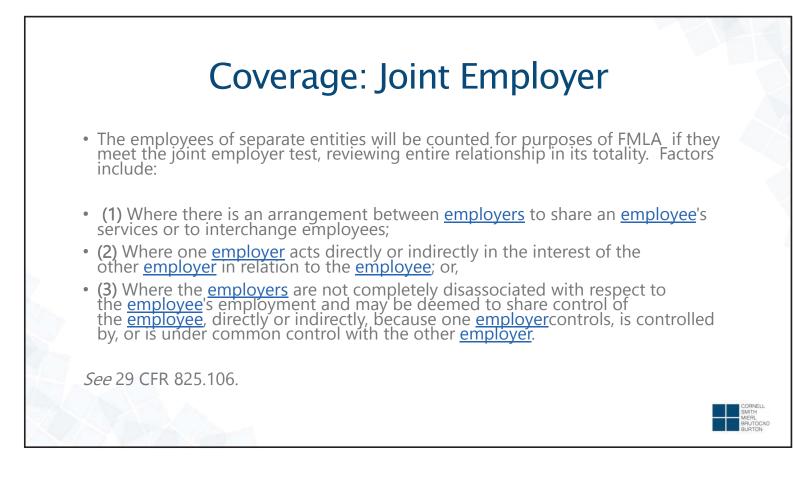


Coverage: Integrated Enterprise

- The employees of separate entities will be counted for purposes of FMLA if they meet the integrated employer test, reviewing entire relationship in its totality. Factors considered in determining whether two or more entities are an integrated employer include:
 - (i) Common management;
 - (ii) Interrelation between operations;
 - (iii) Centralized control of labor relations; and
 - (iv) Degree of common ownership/financial control.

29 CFR 825.104(c)(2).



Family / Medical Leave

- Covered employers must provide eligible employees with up to 12 weeks of unpaid leave each year ...
 - to care for a newborn child or newly placed adopted or foster child;
 - to care for a spouse, child or parent with a serious health condition; or
 - because of the employee's own serious health condition.



- What it Does
 - Gives employees that are parents/spouses/children of Reservists, National Guards, and Retirees/call-ups another basis to take leave
- <u>How it Works</u>
 - If there is a "qualifying exigency" the employee gets to take up to 12 weeks off of work each year
 - https://www.dol.gov/whd/fmla/2013rule/FMLA_Military_ Guide_ENGLISH.pdf



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Title search: The FMLA and More

Also available as part of the eCourse <u>The Basics of the Family Medical Leave Act (FMLA)</u>

First appeared as part of the conference materials for the 2018 Essential Employment Law session "Family Medical Leave Act (FMLA): The Other Major Entitlement Act"