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**Workers' Compensation Law Blog**  
NEWS & UPDATES ON WORKERS' COMPENSATION LAWS & HELPFUL INFORMATION ON THE CLAIMS PROCESS

# Nevada Workers' Compensation Law Blog

Posted at 9:21 AM on January 5, 2010 by Virginia Hunt

## FMLA Questions and Answers for Nevada Injured Workers

Q: What is FMLA?

A: FMLA is The Family and Medical Leave Act of 1993, a federal law that requires employers of 50 employees or more to grant up to 12 weeks of unpaid protected job leave to eligible employees for certain family and medical reasons. There is a 12-month eligibility requirement, and only serious health conditions are covered. 29 U.S.C.A. Sections 2601, et.seq.

Q: Can my employer reduce my FMLA time while my treating physician takes me off work for my accepted work-related injury or occupational illness?

A: Yes, your employer can require that you complete FMLA paperwork and can reduce the amount of FMLA time you have available even though you are off work under an accepted workers' compensation claim.

Q: If FMLA time is running during my work injury, can my employer terminate my job?

A: During FMLA time, your employer may not terminate your job. At the end of your FMLA time, or 12 weeks, if your employer does not have light duty work within your restrictions, and if your employer decides not to extend your unpaid leave of absence, your employer may decide to terminate your employment. Your workers' compensation benefit checks would continue, however. You would also be considered for vocational rehabilitation when you have permanent work restrictions if your employer is unable or unwilling to rehire you and offer you a permanent job within your permanent work restrictions.

Virginia Hunt Law Office  
1945 E. Warm Springs Road, Las Vegas, NV 89119  
Phone: (702) 699-5336  
Fax: (702) 731-9097  
Email: [virginia@huntlawoffice.com](mailto:virginia@huntlawoffice.com)