What is FMLA?

FMLA stands for Family and Medical Leave Act of 1993. At the University of Wyoming, we provide eligible employees up to 12 weeks of job-protected leave in a 12-month period for the following reasons:

- Incapacity due to pregnancy, prenatal medical care or child birth.
- To care for the employee’s child after birth, or placement for adoption or foster care.
- To care for the employee’s spouse, son or daughter, or parent, who has a serious health condition.
- Serious health condition that makes the employee unable to perform the essential functions of his/her job.
- Qualified exigencies for eligible employees whose spouse, son, daughter or parent is on covered active duty or call to covered active duty status; or up to 26 weeks of leave to care for a covered service member during a single 12-month period.

Currently FMLA is administered by the Human Resources Benefits office. For additional information see the [FMLA Benefits](#) website.