

PETRELLA BROWN PLC CLIENT'S SUCCESS STORY



One of our clients needed time off work to go to India where his wife was expecting twins. He had used his vacation time to visit his wife during her pregnancy, but had worked full-time in the previous year. He wanted to be with his loved ones for the birth and remain until his family was able to fly back to the States, but he did not want to lose his job. Under the Federal Family and Medical Leave Act (FMLA), our client's employer had to provide **unpaid** leave up to 12 weeks per year because it had over 50 employees working within a 75-mile radius. Our client retained group health benefits during the leave, and most importantly for him, upon return, had the right to the same or comparable position.

But we also counseled him that he should not rely solely on his legal rights. The client must **COMMUNICATE** and **DISCUSS** the matter with his supervisor so that she understands the circumstances and how much time away is involved. As much as possible, the client must work with the supervisor, plan how work will be handled in his absence or train another employee on critical tasks – in other words, add value to the situation. Only by taking a proactive approach will the employee's work situation stay positive upon his return.

We are happy to say that our client is back to work, both with his employer and at home with the twins!

Our law office adds value to our clients' situations. If you need any legal advice, contact us at 248.223.9883. We will help you or direct you to someone who will.