

Insights

BCLP LAWYER AUTHORS ARTICLE IN ‘EMPLOYEE BENEFIT PLAN REVIEW’

Feb 07, 2022

Counsel Christy Phanthavong authored an article published in the February edition of *Employee Benefit Plan Review* concerning policies and communications to employees seeking leave under the Family and Medical Leave Act (FMLA), reminding employers that correct use of the terms and concepts relating to “eligibility” and “entitlement” will help ensure clarity regarding leave rights. “FMLA ‘eligibility’ refers to whether an employee meets the preliminary requirements to even be considered for FMLA leave in the first place,” Christy wrote. “If the employee is eligible for FMLA leave, the next step is to determine whether the employee is entitled to – i.e., has a right under federal law to – take FMLA leave.”

RELATED PRACTICE AREAS

- Employment & Labor

MEET THE TEAM



Christy E. Phanthavong

Chicago

[christy.phanthavong@bclplaw.co](mailto:christy.phanthavong@bclplaw.com)

[m](#)

[+1 312 602 5185](tel:+13126025185)

This material is not comprehensive, is for informational purposes only, and is not legal advice. Your use or receipt of this material does not create an attorney-client relationship between us. If you require legal advice, you should consult an attorney regarding your particular circumstances. The choice of a lawyer is an important decision and should not be based solely upon advertisements. This material may be "Attorney Advertising" under the ethics and professional rules of certain jurisdictions. For advertising purposes, St. Louis, Missouri, is designated BCLP's principal office and Kathrine Dixon (kathrine.dixon@bclplaw.com) as the responsible attorney.