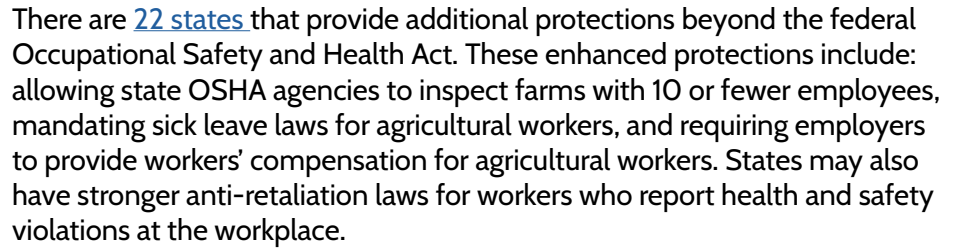


## State Occupational Safety and Health Protections



# Workers' Compensation

Once a worker experiences an injury or illness at work, it is important that they report it to their employer as soon as possible. The worker should immediately seek medical care and follow their doctor's instructions, and keep records of their visits and expenses for the insurance company. The insurance company will verify the injury or illness before paying what the worker is owed under workers' compensation.

If a work-related injury or illness leads to a permanent disability, there are other types of benefits a worker might qualify for. If the employer does not have workers' compensation, workers can look into property liability insurance, or file a civil suit. It is best to talk to an attorney to determine the best course of action.



# The Family and Medical Leave Act (FMLA)

The FMLA is a federal law that allows workers to take unpaid time off for serious health issues. Specifically, workers can take up to 12 workweeks off for a “qualifying reason”, including (a) a serious health condition that makes the worker unable to do their job, or (b) caring for an immediate family member with a serious health condition. Note that the FMLA only applies to dairy farms with 50 or more employees.

To be approved for FMLA leave, the worker needs to provide a medical letter to their employer, such as a certification in support of leave written by a healthcare provider. An employer may require additional medical opinions, which the employer must pay for, and periodic recertification for a serious health condition.

Employers are not allowed to discriminate, retaliate, or interfere with a worker’s ability to use FMLA leave.

