

## **ADOPTION AND THE FAMILY AND MEDICAL LEAVE ACT (FMLA)**

Under federal law, an adoptive parent may take up to twelve (12) weeks of unpaid leave to complete an adoption and care for a newly adopted child. The leave may be taken on an intermittent basis if the employee's supervisor approves so that various steps in the adoption process can be completed. As an alternative, an adoptive parent may choose to use sick leave or annual leave granted by an employer instead of the twelve (12) weeks of unpaid leave under FMLA. Such leave is not unlimited and does expire twelve (12) months following the placement of the child with the adoptive couple.

Article 5 USC, Sec. 681-687; 5 CFR Chapter 630.

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