

Your Monthly Legal Update
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**BABYSITTING HEALTHY CHILDREN CAN BE A
QUALIFYING ACT FOR FMLA LEAVE**

While this case is from Louisiana, we thought it was worth mentioning in the complex world of FMLA leaves. In *Briones v. Genuine Parts Co.* (E.D. La, 83 EPD sec. 41,278), a federal district court in Louisiana concluded that a father did qualify for FMLA when he was absent from work to care for his three healthy children while his wife cared for their son in the hospital. This court found that liberal interpretation of the FMLA makes it clear that Congress passed this legislation to aid families when they faced a crisis such as that faced by this employee's family. The employee's 16-month-old son became gravely ill and hospitalized for several days. As a result of his wife being required to tend to the child in the hospital, this employee who normally worked nights concluded that he needed to stay home to care for his other three children who were healthy.