

ADAIR COUNTY



JUNE

2026

JUNE BIRTHDAYS

Charles Mercer, Juvenile Office 6/16 Chris Stivers, Sheriff's Office 6/21

Brian Blaise, Corrections 6/26 Lisa McKenzie, Sheriff's Office 6/28

Jeff Waddle, Road and Bridge 6/29

JUNE ANNIVERSARIES

Gary Briggs, Prosecutor's Office 4 years

Tabitha Hupfeld, Collector's Office 4 years

Teresa Sullivan, Collector's Office 6 years

Events around the County

The Square Concert Series starts Friday June 5th. The concerts run until the end of August. Keota is kicking off this season's concerts.

The 12th Annual Art Walk will be on the square on June 5th from 4:30-6:30

Barn Quilt painting at the Sue Ross Arts Center on June 27th with lots of Red White and Blue options for the upcoming 250th birthday of the USA.

1000 Hills State Park is having a Petroglyph Tour on June 19th at 7pm, meet at the shelter by the beach, also on June 20th from 1-3 a painting class at the special use area, and on June 27th 8:30 am to 4:30 pm, "Women in Nature" an event designed for those looking to explore the great outdoors.

June 14th is flag day.

On June 19th the Courthouse will be closed for the Juneteenth Holiday.

June 21st is Father's Day and the First day of Summer.

Family and Medical Leave Act (FMLA) - What You Need To Know

Pursuant to the Family and Medical Leave Act (FMLA), employers with over 50 employees must give up to 12 weeks of unpaid leave to said employees. The U.S. Department of Labor's Wage and Hour Division administers this act, which includes a few other requirements that you should know.

Qualifying Circumstances

The FMLA applies to a variety of personal circumstances, including the birth or adoption of a child or a serious illness of an immediate family member. It protects an employee suffering from a serious health condition who is consequently unable to perform normal job duties. The act also applies to military service members' spouses, children, parents, or next of kin if the service member is seriously injured or ill. During an FMLA leave, the employee must follow an employer's normal call-in procedures.

FMLA Leave Qualifications

Employees should notify the employer of a leave 30 days in advance. When the leave is unforeseen, the employee should notify his or her employer as soon as possible to give the employer time to determine if the leave qualifies as FMLA, which the employer should do within five business days of a notice. Military caregivers who receive an invitational travel order (ITO) or invitational travel authorization (ITA) may take immediate FMLA leave for the duration of the ITO or ITA. Aside from that, the timing requirements for all FMLA leave are the same.

An employer must ensure that employees are aware of their right to an FMLA leave and discuss the qualifications of one, as well as the obligations and expectation of FMLA leave, to an employee who has requested leave. To qualify for FMLA leave:

- FMLA must cover the employer
- The company must employ at least 50 people within 75 miles of the workplace
- During the 12 months prior to the leave, the employee must have worked at least 1,250 hours, which does not include paid leave, like vacation days or sick leave
- Employee must have worked at least 12 months for the employer, though it does not need to be consecutive. Generally, however, only employees who have worked for employers for seven years qualify for FMLA, unless military obligations or a collective agreement broke the service

Leave may be taken intermittently for chunks of time rather than all at once, including less hours a week for medical purposes. However, in the case of adoption or a new born, leave may only be taken intermittently at the employer's digression.

Paid and Unpaid Leave

Under FMLA, employees are not entitled to pay during a leave. It only requires employers to provide unpaid, job-protected time off for specific medical, personal, and family reasons. However, an employee must follow the employer's normal rules for FMLA and, if required, use paid vacation and sick days during his or her leave.

Key Takeaways

The FMLA is designed to protect worker rights when employees are at their most vulnerable. The Act establishes the important scenarios in which employers must provide space for workers to recover and restructure in the face of difficult transitions.

Despite the clearcut guidelines in the Family and Medical Leave Act, there are still situations in which workers or employers may have questions about the law's provisions. The law is also subject to change.

Article was taken from the OSHA education website.

To see the County's policy on FMLA please refer to pages 71-73 of the employee manual.

<https://adaircountymissouri.com/wp-content/uploads/2024/02/Employee-Manual-Updates-01-2022-3.pdf>

SB-190 applications are still being taken in the Commissioners office until June 30th. If you know anyone age 62 or older that owns their home let them know about this. It will "freeze" their tax on their home at the 2025 assessment. Tell your friends, your groups, and your church about it to get the word out.



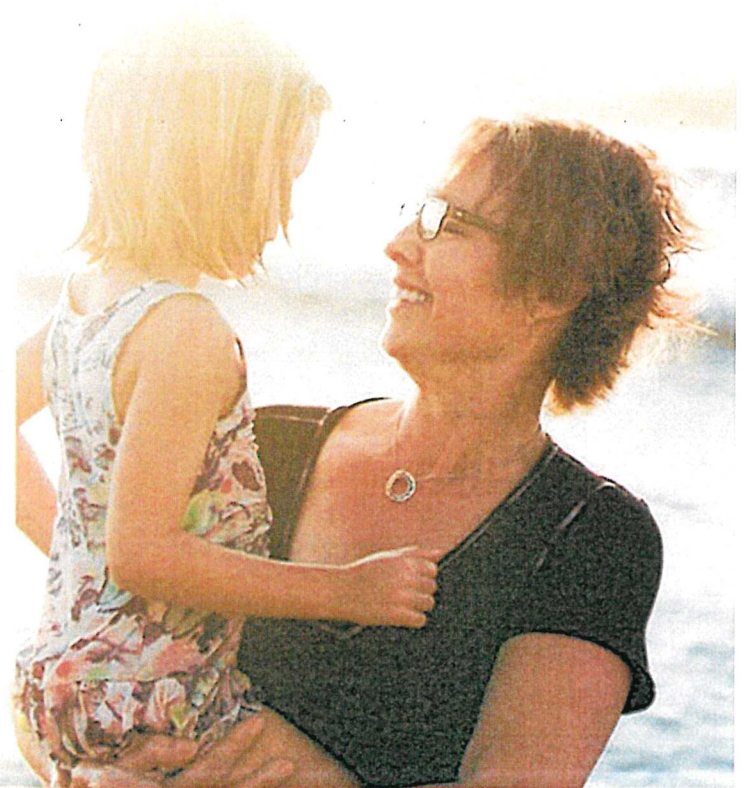
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