

# UIC FACULTY AFFAIRS POLICIES AND PROCEDURES

SECTION: FPP 200 - Leaves

NUMBER: 203

SUBJECT: Family and Medical Leave Act (FMLA)

APPROVED BY: Provost

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**STATEMENT:** In accordance with the federal Family and Medical Leave Act of 1993, Family and Medical Leave shall be granted to a faculty member for the birth or placement of a child for adoption or foster care, serious health condition spouse, or parent who has a serious health condition; or when the faculty member is unable to perform the function of his or her position due to a serious health condition.

The Family and Medical Leave Act (FMLA), enacted in 1993, and amended in January 2009, is designed to help employees balance the demands of the workplace with the needs of families and to promote stability and economic security of families.

FMLA provides employees with 12 weeks unpaid leave (accrued benefits may be used to remain in paid status) for each consecutive 12-month period for which eligibility criteria have been met for the following events:

Birth or placement of a child for adoption or foster care.

Serious health condition of an employee.

Serious health condition of a spouse, child or parent.

Qualifying exigency of a child, spouse, parent, or next of kin

Updates in January 2009 to the FMLA provides up to 26 weeks unpaid leave (accrued benefits may be used to remain in the paid status) during a "single 12-month period" for which eligibility criteria have been met for the following event:

Care of a covered servicemember with a serious injury or illness

More information can be obtained by reviewing the policy in its entirety in the Policy Announcements section of NESSIE at:

[https://nessie.uihr.uillinois.edu/cf/policies/index.cfm?Item\\_id=874](https://nessie.uihr.uillinois.edu/cf/policies/index.cfm?Item_id=874).