

Notice to Coaches Family and Medical Leave Act

FMLA Information
<p>The absence provisions described below are consistent with the Family and Medical Leave Act of 1993 (FMLA) except where more generous benefits are granted by the State System. The FMLA requires qualify(M)3.6 26 weeks (with or without pay) with benefits within a single 12 month period for Military Caregiver reasons, as long as the employee was employed at least one year and worked at least 1,250 hours during the previous 12 month period. Absences for the above reasons are designated as FMLA leave in accordance with the provisions of the FMLA.</p>
Absence Reasons

Sick, Parental and Family Care

This is a paid or unpaid absence from work with benefits due to the serious health condition of an employee, the

child, foster child, stepchild, legal ward, or a child in the care of a person

who is standing as a parent (in loco parentis); a child must be under age 18, or if 18 years or older, must be incapable of self-care or order to active

State System of Higher Education during a period of the Armed Forces. Military exigency absence may be used:

at seven days pending notification of the impending deployment or test prior

- e. To attend counseling for the employee, covered military member or child provided by someone other than a health care provider provided the need for counseling arises from the active duty or call to active duty status. Note: For military exigency absence used under this section, the definition of child is a biological child, adopted child, foster child, stepchild, legal ward, or a child in the care of a person who is standing as a parent (in loco parentis); a child must be under age 18, or if 18 years or older must be incapable of self-care because of a mental or physical disability at the time the leave is to commence;
- f.

Absence Entitlement

Sick, Parental, Family Care and Military Exigency Absence

caregiver absences that are medically necessary may be taken on an intermittent or reduced-time basis for up to 26 weeks within a single 12 month period.

For all intermittent or reduced-

Intermittent or Reduced Time Military Caregiver Absences

Requests for military caregiver absence shall be approved on a full-time, intermittent, or reduced-time basis

interpreted to indicate that you are regarded by the University as having a disability as defined by the Americans with Disabilities Act (ADA)

Questions

Questions concerning FMLA absence or the benefit entitlements may be referred to your FMLA/HR Coordinator: Anna Shively