

## Notice to POA/SPFPA Employees Family and Medical Leave Act

### FMLA Information

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 qualifying employers to provide at least 12 weeks of leave (with or without pay) with benefits within a 12 month period for





For all intermittent or reduced-time absences for planned medical treatment, the employee shall attempt to develop a schedule, working cooperatively with the supervisor, which meets the employee's needs with

**Intermittent or Reduced Time Military Caregiver Absences**

Requests for military caregiver absence shall be approved on a full-time, intermittent, or reduced-time basis when needed to attend to the medical needs of a servicemember with a serious injury or illness during the single 12-month period.

**Options When Not Eligible or Entitled to FMLA Absence**

Employees have the following options when they are not eligible or entitled to FMLA: Use available paid leave that was not used at the commencement of the absence subject to ordinary provisions for the use of those

