

## ARTICLE 19 – FAMILY MEDICAL LEAVE

- 19.1 Family Medical Leave (FML). Upon request, the University will provide Family Medical Leave for all employees covered by this Agreement on the same basis as the program is provided for all other University employees, except as otherwise provided for in this Section.
- 19.2 Eligibility. An eligible employee is an employee who has been employed by the state for at least twelve (12) months, and who has worked at least one thousand two hundred fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave. Eligible employees are permitted up to twelve (12) weeks of FML during a rolling twelve (12) month period for purposes specified by law. Employees may retain the use of paid leave balances including compensatory time sufficient to maintain University sponsored employee benefits for up to four (4) months following the exhaustion of the employee's full time FML status.
- 19.3 Employees taking FML will be allowed to take such leave on an intermittent or reduced-schedule basis when the medical documentation supports such a schedule.
- 19.4 An eligible employee may take FML for illness or injuries related to active military duty.
- 19.5 An employee may take FML to care for an immediate family member with a serious illness or injury incurred in the line of active duty. An eligible employee may request up to twenty-six (26) weeks of FML. In circumstances where the employee is the next of kin to the service member, he or she will be allowed to take FML to care for the service member.
- 19.6 HRS designated absences that meet the criteria of FML. FML shall be administered according to the Family Medical Leave Act, 29 U.S.C. § 2601 et seq., and related regulations, 29 CFR § 825 et seq. WAC 357-31-525.
- 19.7 Maternity Related Disability Leave. Disability leave due to pregnancy and/or childbirth may be a combination of sick leave, annual leave, personal holiday, compensatory time, and leave without pay. The employee chooses the combination and use of paid and unpaid leave during such disability leave.
- If necessary due to disability, the employee is allowed to use a minimum of eight (8) hours of accrued paid leave per month for up to four (4) months of disability leave due to pregnancy and/or childbirth (or as long as medically certified) to provide for continuation of University-paid benefits. The total months of such disability leave includes the twelve (12) weeks provided under the Family and Medical Leave Act, if eligible.
- 19.8 Parental Leave. Employees may request parental leave for up to six (6) months, including any period of FML pursuant to Section 19.1 for the birth and care of the employee's newborn child or the placement with the employee of an adopted or foster child. Parental leave must be taken within one (1) year following the child's birth or placement. The only basis for denial is operational necessity. The University may approve requests for more than six (6) months of parental leave.