

UF
FMLA/CFRA and Family Leave (12.11.1 and 12.11.2)

Family Leave (12.11.1) - Employee made take up to six (6) days of sick leave for sickness of immediate family member

FMLA/CFRA

Entitled to take up to 12 works weeks of **unpaid** leave per (calendar or fiscal) year. May use sick leave, additional sick leave or personal necessity leave until applicable balances are exhausted. (See below).

Reason for FMLA/CFRA

Employee's own serious illness/injury

Serious illness/injury of the employee's spouse, child, parent or domestic partner

Eligible Leave Balances while on FMLA/CFRA:
Sick Leave
Additional Sick Leave:
Must exhaust all sick leave. 100 day count beings on 11th day of absence.
Compensated at 50% of regular salary

Eligible Leave Balances while on FMLA/CFRA:
Personal Necessity:
Up to 7 days the illness of the employee's immediate spouse, child, parent or domestic partner.

Transition to unpaid leave if all available leave balances are exhausted.

Exhausted 12 work weeks of FMLA/CFRA

Family Leave (12.11.2)

Eligibility:

- More than one year of continuous service
- Upon mutual consent

Length

- Up to four month of unpaid leave in a 24 month period

Reasons for leave:

- Birth or adoption
- Serious illness of a natural, foster or adopted child
- Serious health condition of a parent or spouse