

Policy

Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following qualifying events:

- for incapacity due to pregnancy, prenatal medical care or child birth;
- to care for the employee's child after birth, or placement for adoption or foster care;
- to care for the employee's spouse, son, daughter or parent, who has a serious health condition; or
- for a serious health condition that makes the employee unable to perform the employee's job.

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Use of Leave

During an FMLA qualifying event, UTTC requires employees to use FMLA leave concurrently with their accrued paid leave. An employee's ability to use accrued paid leave is determined by the terms and conditions of the normal leave policy.

Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least 12 months, have 1,250 hours of service in the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

Annual Certification

If the employee's need for FMLA leave lasts beyond a single FMLA leave year, UTTC requires the employee to provide a new medical certification in each new FMLA leave year.

Updated 08/25/2020