MEMORANDUM

TO: UNO Faculty

FROM: Sacha E. Kopp, PhD
Senior Vice Chancellor for Academic Affairs

SUBJECT: Maternity Leave

DATE: February 2, 2021

In support of our commitment to being a family-friendly employer, the University of Nebraska at Omaha offers paid maternity leave related to the birth of a child. This leave is available to parents who are eligible for full benefits and are under the guidance as dictated by the BOR Policies, RP-3.3.13, BOR Bylaws 3.4.3.4 and the UNO AAUP Collective Bargaining Agreement (3.9.3.1, 3.9.3.6 and Attachment B) for Unit Members.

As noted in the UNO AAUP CBA (Attachment B), in order to assure continuity of instruction for students, a faculty member will normally be excused from instructional duties during the semester or other instructional period that the medical maternity leave, or a majority of said leave, occurs.

The Dean may assign alternate workload (other than instructional duties) for faculty members during the semester or other instructional period that the medical maternity leave, or a majority of said leave occurs.

The Dean and Unit Member must confer on the timing of the leave. This leave:

1. Can be taken without a physician’s note.
2. Can include both time immediately before and/or after the birth of the child.
3. Is for a period of eight (8) weeks.

Should time exceeding the eight weeks be needed, the Unit Member will need to notify the Chair/Director or Dean and the HR Officer in the Office of Academic Affairs. These requests will be handled in accordance with the articles concerning disability (BOR Bylaws 3.4.3.3) and Family Medical Leave (BOR Bylaws 3.1.3.7, UNO AAUP Collective Bargaining Agreement 3.9.5).

For all other matters such as paternity leave or adoption refer to the UNO AAUP Collective Bargaining Agreement, Attachment B.