Family Medical Leave Act (FMLA) - Family Member Definition

FMLA Provisions - Family member is defined as an employee’s spouse, child or parent.

University Sick Leave Policy – Up to a maximum of 5 working days per illness may be granted when illness/injury to a member of the employee’s immediate family demands the employee’s presence. Immediate family member means wife, husband, children, parents, grandparents, grandchildren, guardian, ward, brother, sister, daughter-in-law, son-in-law, stepfather, stepmother, stepdaughter, stepson, or persons being the same relationship to the spouse. When an absence because of illness/injury to the employee or a member of the employee’s immediate family exceeds three working days, the employee may be asked to submit a doctor’s statement substantiating the illness.

FMLA AND UNO SICK LEAVE POLICIES
MATERNITY AND ADOPTION LEAVES

Sick Leave – University Policy
For maternity an average of 6-8 weeks of paid sick leave are allowed for convalescence to recover from the birth of a child. Note, sick leave is allowed for a longer period of time if the employee has to leave work early due to complications of pregnancy or has a longer recovery period as certified by her health care professional. After the employee has been released to return to work by her health care professional, the employee would no longer be eligible to use her paid sick leave to have her continued absence paid.

For adoption UNO allows 8 weeks of sick leave time. Note: there may be instances where a male employee would be the one eligible for the 8 weeks of paid sick leave.

FMLA Provisions
The FMLA provisions allows up to 12 work weeks of job protected time for uninterrupted leave for convalescence and bonding with a newborn, or placement of a child in the home either through adoption or foster care.

Coordination between Sick Leave Policy and the FMLA Regulations
If the employee has enough sick leave time, they will be able to use their sick leave time under the UNO policy as described above. After the allotted paid sick leave time has been used, the employee could continue their leave of absence as allowed by the Family Medical Leave Act provisions up to the maximum 12 work weeks. The additional FMLA time (after the allotted sick leave has been used) would be paid as vacation or would be unpaid time for the employee.