

1 **UNITED ACADEMICS PROPOSAL**

2
3 **FAMILY AND MEDICAL LEAVE**

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6 **Section 1. Duration of Leave.** A faculty member may qualify for up to twelve weeks of
7 paid family and medical leave during a twelve month period. The twelve month period
8 begins the week in which a faculty member applies for family and medical leave.

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10 A faculty member may qualify for up to fourteen additional weeks of paid family and
11 medical leave taken as parental leave and up to six additional weeks of paid family and
12 medical leave taken for an illness, injury, or condition related to pregnancy or childbirth
13 that disables the faculty member from performing their job duties.

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15 The total amount of paid family and medical leave a faculty member can take will not
16 exceed thirty-two weeks per year.

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18 No faculty member may be required to take more family and medical leave than that
19 faculty member requests.

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21 **Section 2. Purposes of Leave.** Family and medical leave may be taken for any of the
22 following purposes:

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24 a. Parental leave to care for a new child during the first year after the birth,
25 adoption, or placement through foster care of a child;
26 b. Leave to care for a family member with a serious health condition, as defined
27 in the Family and Medical Leave Act (29 U.S.C. 2611);
28 c. Leave for the faculty member’s own serious health condition, including
29 pregnancy, as defined in the Family and Medical Leave Act (29 U.S.C. 2611);
30 d. Leave to care for a covered servicemember as defined in the Family and
31 Medical Leave Act (29 U.S.C. 2611);
32 e. Spousal leave for military deployment (ORS 659A.093);
33 f. Leave because of a qualifying exigency for a family member on active duty
34 service or notice of impending active duty service (29 C.F.R. 825.126); and
35 g. Leave for any purpose set forth in the Oregon Family Leave Act (ORS
36 659A.159).

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38 **Section 3. Definition of Family Member.** Family member shall be defined as:

- 39 a. A family member as defined in the Oregon Family Leave Act (ORS 659A.150-the
40 spouse of an employee; the biological, adoptive, or foster parent or child of an
41 employee; the grandparent or grandchild of an employee; a parent-in-law of the
42 employee or a person with whom the employee was or is in a relationship of in
43 loco parentis);
44 b. An individual who is biologically related to an employee;
45 c. An individual who is legally recognized under the laws of this state as related to
46 an employee;

- 1 d. An individual for whom an employee is responsible for providing health care,
2 assistance in accessing or managing medical treatment or support with the
3 activities of daily living;
- 4 e. An individual who lives with an employee and with whom the employee shares
5 responsibility for each other's common welfare; and
- 6 f. Any other individual whose close association with an employee is equivalent to a
7 family relationship as evidenced by a nexus of factors including, but not limited
8 to, a shared responsibility for financial obligations, signs of intent to marry, a
9 child or children in common, the length of the personal relationship between the
10 individual and the employee, or common ownership of real or personal property.
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12 **Section 4. Incremental Use of Leave.** Leave may be taken in increments less than forty
13 hours, provided that the leave timing is predictable on a weekly basis, and the need for
14 leave can be verified by the faculty member. The Administration may request that the
15 faculty member provide verification of the need for leave.
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17 **Section 5. Notice of Leave.** Faculty members will generally be expected to provide thirty
18 days notice before commencing leave, except in cases where the leave is unforeseeable.
19 In such a case, the faculty member will provide notice as soon as practicable, but in no
20 event later than forty-five days after the date the leave has commenced.
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22 **Section 6. Continuation of Salary and Benefits.** The faculty member shall be entitled to
23 the continuation of their full salary and all employment related benefits while they are on
24 family and medical leave.
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26 **Section 7. Use of Other Accrued Leave.** Faculty using family and medical leave will
27 not be required to use any of their accrued leave, nor borrow against their future leave in
28 order to maintain salary and benefits. Faculty members will have the right to use their
29 accrued, borrowed, or transferred leave in addition to family and medical leave according
30 to the provisions in Article XX.
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32 **Section 8. Restoration of Position.** After the leave is finished, the faculty member shall
33 be allowed to return to their position. If that position no longer exists, they are entitled to
34 be returned to an available, equivalent position in terms of salary, benefits, and other
35 terms and conditions of employment.
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37 A faculty member may not be retaliated against for using or inquiring about using family
38 and medical leave.
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