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FAMILY MEDICAL LEAVE

POLICY

Family Medical Leave

LAST

REVISED

Print Download PDF(<https://www.rochester.edu/policies/policy/family-medical-leave/?pdf=1>) Email([mailto:?subject=Family Medical Leave&body=](mailto:?subject=Family%20Medical%20Leave&body=))

ON 12/

2024

This policy applies to: Faculty and staff who have been employed by the University for at least 12 months and who have worked a minimum of 1,250 hours during the immediately preceding 12 months. Leaves of Absence for individuals represented by a collective bargaining unit will be granted in accordance with the applicable agreement.

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SERIOUS HEALTH CONDITION

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This Policy establishes family, medical, and servicemember family leaves of absence in accordance with the **Family and Medical Leave Act of 1993 (FMLA)** (<https://www.dol.gov/agencies/whd/laws-and-regulations/laws/fmla>), as amended. Pursuant to the FMLA, the University will grant eligible employees up to 12 weeks of guaranteed

ABOUT THIS POLICY

Policy Number

358

Policy Group

Human Resources

Issuing Authority

Human Resources

Responsible Officer

Kathy Miner

Contact Information

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ADDITIONAL RESOURCES

Human Resources

website: **Family Medical Leave**

(<https://www.rochester.edu/human-resources/benefits/leave-disability/family-medical-leave-fmla/>)

Certification for Serious Injury or Illness of a Current Servicemember for Military Caregiver Leave under the Family and Medical Leave Act (WH-385)

BOUNDLESS POSSIBILITY

Explore our 2030 Strategic Plan

(<https://www.rochester.edu>)



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Rochester, NY 14627**



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