

SUN AREA TECHNICAL INSTITUTE

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: FAMILY AND MEDICAL
LEAVES

ADOPTED: April 18, 2002

REVISED: March 19, 2009

| 335. FAMILY AND MEDICAL LEAVES | |
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| <p>1. Authority 29 U.S.C. Sec. 2601 et seq 29 CFR Part 825</p> | <p>The Joint Operating Committee shall provide eligible administrative employees with unpaid leaves of absence in accordance with the Family And Medical Leave Act, hereinafter referred to as FMLA.</p> <p>The Joint Operating Committee shall deny a request for leave when an employee does not comply with Joint Operating Committee policy and administrative regulations. Employee requests for FMLA leave shall be processed in accordance with law, Joint Operating Committee policy and administrative regulations.</p> |
| <p>2. Delegation of Responsibility</p> <p>29 U.S.C. Sec. 2619</p> | <p>The Administrative Director or designee shall develop and disseminate administrative regulations to implement FMLA leaves for eligible employees.</p> <p>The center shall post, in conspicuous places in the center customarily used for notices to employees and applicants, a notice regarding the provisions of the FMLA and the procedure for filing a complaint.</p> <p>Employee requests for leave, both FMLA and non-FMLA, shall be submitted in writing on a designated form to the Administrative Director.</p> |
| <p>3. Guidelines 29 U.S.C. Sec. 2611, 2612</p> <p>29 U.S.C. Sec. 2612</p> | <p>Employees' eligibility for FMLA leaves shall be based on the criteria established by law.</p> <p>Eligible employees shall be provided up to twelve (12) work weeks of unpaid leave in a twelve-month period, for the employee's own serious health condition; for the birth, adoption, foster placement or first-year care of a child; to care for a seriously ill spouse, child or parent; or to address specific qualifying exigencies pertaining to a member of the National Guard or Reserves.</p> <p>Eligible employees shall be provided up to twenty-six (26) workweeks of unpaid leave in a single twelve-month period to care for an ill or injured covered servicemember.</p> |

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| <p>29 CFR Sec. 825.200</p> | <p>The center shall utilize a rolling twelve-month period measured backwards from the date leave is used to determine if an employee has exhausted his/her FMLA leave in any twelve-month period.</p> |
| <p>29 U.S.C. Sec. 2612</p> | <p>When an employee requests an FMLA leave and qualifies for and is entitled to any accrued paid sick, vacation, personal or family leave, the employee is required to utilize such paid leave first during the FMLA leave prior to any unpaid leave. This policy supersedes and/or supplements any other policy regarding leave for the reasons addressed in this policy.</p> |
| | <p>References:</p> <p>Family And Medical Leave Act – 29 U.S.C. Sec. 2601 et seq.</p> <p>Family And Medical Leave, Title 29, Code of Federal Regulations – 29 CFR Part 825</p> <p>Joint Operating Committee – 813</p> |