

Approved by the Board of Trustees
March 11, 2009

Board Meeting
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REVISE UNIVERSITY POLICY, FAMILY AND MEDICAL LEAVE

Action: Approve Revisions to University Policy to Comply with Regulations for the Federal Family and Medical Leave Act of 1993 and As Amended in 2009

Funding: No New Funding Required

The University's Family and Medical Leave Policy became effective in August 1993, with amendments approved on May 11, 1995, February 14, 2003, and April 15, 2003, to comply with the Federal Family and Medical Leave Act (FMLA) of 1993. On January 16, 2009, the United States Department of Labor (DOL) implemented revisions to the Family and Medical Leave Act of 1993.

Revisions to the University policy are required to comply with the amendments to the Family and Medical Leave Act. The most significant changes include the addition of two new eligible events an employee is entitled to family and medical leave: (1) to care for a son, daughter, spouse, parent, or next of kin who is a covered service member with a serious injury or illness; and (2) because of a qualifying exigency arising out of the fact that a son, daughter, spouse, or parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves. Other minor language changes are recommended to clarify processes and procedures.

The Vice President/Chief Financial Officer recommends approval of the revisions to the University Policy on Family and Medical Leave to comply with the Federal Family and Medical Leave Act set forth in the attached document.

The President of the University concurs.