

Board Meeting  
November 14, 2013

APPROVE REVISIONS TO UNIVERSITY POLICY, FEDERAL FAMILY AND  
MEDICAL LEAVE ACT

Action: Approve the Revisions to University Policy, Federal Family and Medical  
Leave Act

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, April 15, 2003, and March 12, 2009, to comply with the Federal Family and Medical Leave Act (FMLA) of 1993. On March 8, 2013, the United States Department of Labor (DOL) implemented further 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: revised definition of a covered veteran; extension of qualifying exigency leave to eligible employees who are family members of the Regular Armed Forces and adding the requirement for all military members to be deployed to a foreign country in order to be on "covered active duty" under FMLA; increasing the amount of time an employee may take qualifying exigency leave related to the military member's Rest and Recuperation leave; and creating an additional qualifying exigency leave category for parental care leave.

Other minor language changes are recommended to clarify processes and procedures and

to address the Supreme Court's Defense of Marriage Act (DOMA) ruling related to the definition of a "spouse" for purposes of FMLA enforcement.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois Statutes, The General Rules Concerning University Organization and Procedure, and Board of Trustees policies and directives.

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.