Approved by the Board of Trustees

March 17, 2022

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Board Meeting

March 17, 2022

## REVISE THE UNIVERSITY OF ILLINOIS SYSTEM FAMILY AND MEDICAL LEAVE POLICY

**Action:** Approve the Revisions to University of Illinois System policy to Comply

with Regulations in the University of Illinois Act

**Funding:** No New Funding Required

Under the federal Family and Medical Leave Act (FMLA), employees who have been employed by the University of Illinois System for at least 12 months and who have performed at least 1,250 hours of service during the previous 12-month period, are eligible for up to 12 workweeks (up to 26 workweeks to care for a covered servicemember) of unpaid family and medical leave. Effective January 1, 2022, Illinois Public Act 102-0335 amended the provisions within the University of Illinois Act related to family and medical leave. The changes to the Illinois Act reduce the hours worked requirement to 1,000 hours in the previous 12-month period.

  Changes to the University of Illinois System Family and Medical Leave Policy have been modified to reflect the decrease from 1,250 to 1,000 hours. Other minor language changes are recommended to clarify processes and procedures as governed by the federal law.

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 Procedures*, and Board of Trustees policies and directives.

The Interim Executive Vice President and Vice President for Academic Affairs recommends approval of the revisions to the University of Illinois System Policy on Family and Medical Leave to comply with the University of Illinois Act set forth in the attached document.

The President of the University of Illinois System concurs.