

1/11/12 Do you provide medical leave (other than standard sick leave)?

FYI

The [Family and Medical Leave Act \(FMLA\)](#) provides certain employees with up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be maintained during the leave.

FMLA applies to all public agencies, all public and private elementary and secondary schools, and companies with **50 or more employees**. These employers must provide an eligible employee with up to 12 weeks of unpaid leave each year for any of the following reasons:

- for the birth and care of the newborn child of an employee;
- for placement with the employee of a child for adoption or foster care;
- to care for an immediate family member (spouse, child, or parent) with a serious health condition; or
- to take medical leave when the employee is unable to work because of a serious health condition.

No, but our sick leave can be used for caring for ill family members, and is very generous at 1 1/2 times vacation leave.

our policy:

In the event of an extended illness, and all accumulated sick leave and vacation time is used and the employee is unable to resume regular duties, upon the authorization of the Board of Commissioners, the employee may be granted a leave of absence for a period of 30 days with pay equal to one-half of the amount of regular monthly salary. At the termination of this authorized leave of absence, if the employee is unable to resume regular duties, by authorization of the Board of Commissioners, the employee may be granted another 30 days leave of absence without pay.

Such extended sick leave is limited to only one time occurrence during the employee's period of employment with the Housing Authority. In the event of another extended illness, such employee may be allowed only sick leave and vacation time that may be accumulated at the current time, after which the employee may be granted

leave of absence without pay for a period not to exceed ninety days. Any absence of an employee from regular daily work due to illness or disability from injury on the job shall be reported as sick leave, and any sick leave absence in excess of 3 days must be supported by a doctor's certificate, submitted to the Executive Director.

We have ours set up as personal leave (15 days a year) and major medical leave (accrues at 4 hours per month). You can use major medical after five consecutive working days of illness or immediately if hospitalized. It can also be used for maternity

leave. This has worked out great. Now employees use their personal leave however they need or want. If they are sick here and there it covers that and if not they have more vacation days. This way everyone gets the same benefit and the major medical provides a safety net.

Standard sick leave is offered. We do allow employees to return under limited duty of doctor's restrictions.

We allow 60 days unpaid leave after 12 paid sick days are used.

We provide a "Doctor's Visit" up to 2 hours that doesn't affect their annual or sick leave.

we provide 15 days of sick leave per year. They can bank six weeks so no medical leave is provided.

We have Short Term disability

FMLA guidelines

we do provide medical leave.

Family Medical Leave

Only what FMLA requires

We follow the FMLA guidelines for extended time off. Since most of us are under 50 employees we are not required to use FMLA. When an employee in good standing has an unplanned extended illness that requires them to be out for an extended period, other employees may donate sick leave accrued over 40 hours. We have done this 4 or 5 times in my 16 years here. We do allow sick leave to carry over and have some staff with of 1000 hours of accrued sick leave.

Yes. Up to 120 days.

FMLA guidelines

We have family sick leave that allows up to 40 hrs of your accumulated sick leave to be used for taking care of illnesses or injuries of immediate family members (staying home to care for them, taking them to the doctor, etc).

We provide Personal Leave and Major Medical Leave. Employees may accrue up to 1040 hours of Major Medical Leave for extended illness or injury.

Short Term and Long Term

we do allow up to 2 months unpaid leave.

we have Short Term Disability if we utilize all of our sick, vacation and etc. and then the City pays a certain percentage of your salary based on the number of years that you have worked here.