

UVU Medical Maternity and Parental Leave Timeline for Full-Time Employees (for illustration purposes only)

Week 1 Week 2 Week 3 Week 4 Week 5 Week 6 Week 7 Week 8 Week 9 Week 10 Week 11 Week 12 Family Medical Leave Act (FMLA) **Twelve Weeks Unpaid Job and Benefit Protection* UVU Paid Medical Maternity** 6 Weeks (Consecutive) Includes any Campus Closures** **UVU Paid Parental Leave (Any Gender)** 10 Days Can be taken Intermittent** **Accrued Leave** Usable to week twelve Sick, Vacation, and Personal leave

Policies:

- Policy 361 Employee Leave
- Policy 637 Faculty Tenure outlines approval process for tenure clock stoppage circumstances including childbirth or adoption.
- Policy 332 Remote Work

For more information regarding Medical Maternity, Parental Leave, or FMLA, please reach out to the Office of People and Culture at 801-863-8207.

^{*}Full-time benefits eligible employee must meet FMLA eligibility: employed at UVU for at least one year and worked over 1,250 hours in the 12-month period immediately preceding leave.

^{**}Medical Maternity is 6 consecutive weeks paid and does include holidays, campus closures, and non-contract time (no extension if a holiday or campus closure falls within the 6 weeks).

^{***}Parental Leave can be taken intermittent and does not include holidays, campus closures, and non-contract time.