

Did You Know

Parental Leave and Family Medical Leave Act

UVU 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
UVU Paid Parental Leave (any gender)	Ten Days											
Family Medical Leave Act (FMLA)--unpaid Job Protected leave with paid (employer portion) benefits*	Twelve Weeks											
Accrued leave such as sick leave, vacation, and personal leave	Dependent on accrued leave; usable to week twelve											
Sick Leave Pool [^]	Based on eligibility and supervisor approval [^]											

For tenure-track faculty, Policy 637 *Faculty Tenure* outlines approval process for tenure clock stoppage circumstances including childbirth or adoption.

Employees and supervisors may consider work-at-home agreements in accordance with UVU Policy 332 *Work-At-Home*.

For more information regarding Parental Leave or FMLA, please visit the HR Benefits Service Center in myUVU, contact the HR Service Center at 801-863-8207 or Cameron Evans directly at 801-863-8389 or Cameron.Evans@uvu.edu.

**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.*

[^]In accordance with UVU Policy 355, sick leave pool may be available for a serious/catastrophic medical need after the employee has exhausted accrued sick leave and only with supervisor approval