

POSSIBLE LEAVES RELATED TO MATERNITY/CHILDBIRTH

Maternity leave is handled the same as any other medical leave. It requires the appropriate medical documentation for the duration of the leave.

PARENTAL LEAVE

- three weeks with pay
- must be taken within a period no sooner than two weeks before the anticipated delivery date and no later than six weeks after the birth or adoption of the child
- must have completed at least 12 consecutive months of employment and worked at least 1,250 hours (2/3 FTE for faculty) in the last 12 months

FMLA

- federal law
- entitlement is for up to 12 weeks unpaid leave
- can be used for birth or first year care of a child
- must have been employed by U of L for at least 12 months and for at least 1,250 hours during the preceding 12 months

MEDICAL LEAVE

- as with a medical leave for any other purpose, can take as much time as needed for medical reasons
- up to one half year with full pay; additional time, if needed, can be extended medical leave without pay
- must have physician's statement indicating amount of time needed for medical reasons
- typical amount of time indicated by most physicians for normal delivery is six weeks

Provided by Carolyn Cochran, Assistant to the Provost, Faculty Personnel on 2/7/07