

Comparison of UW Faculty Leave Options

	FMLA: Family & Medical Leave Act	Faculty Sick Leave	Family Care Leave	Parental Leave & Leave Without Salary
Who is eligible	<ul style="list-style-type: none"> Faculty (9 month service period) during contracted periods Faculty (12 month service period) year round while in active paid status 	<ul style="list-style-type: none"> Faculty (9 month service period) during contracted periods Faculty (12 month service period) year round while in active paid status 	<ul style="list-style-type: none"> Faculty (9 month service period) during contracted periods Faculty (12 month service period) year round while in active paid status 	<ul style="list-style-type: none"> Faculty (9 month service period) during contracted periods Faculty (12 month service period) year round while in active paid status
Paid or Unpaid	<ul style="list-style-type: none"> Unpaid Leave – Position Protected 	<ul style="list-style-type: none"> Paid Leave – Position Protected 	<ul style="list-style-type: none"> Paid Leave – Position Protected 	<ul style="list-style-type: none"> Full - Unpaid Leave Part Time – Pro-rated pay
Time Period	<ul style="list-style-type: none"> 12 calendar weeks during one academic year FMLA is not accruable 	<ul style="list-style-type: none"> Up to 90 calendar days during one academic year Faculty Sick Leave is not accruable 	<ul style="list-style-type: none"> Up to 90 calendar days during one academic year Family Care Leave is not accruable 	<ul style="list-style-type: none"> Initial request of up to 6 calendar months Renewable based on approval by the appointing unit not to extend beyond a two year period) Not accruable
Valid Leave Reasons	<ul style="list-style-type: none"> A faculty member’s serious health condition A family member’s serious health condition For parental leave to care for a newborn, newly adopted, or placed child. 	<ul style="list-style-type: none"> A faculty member’s serious health condition To care for a child of the faculty member under the age of 18 with a health condition that requires treatment or supervision Temporary disability of a faculty member due to pregnancy, childbirth, or recovery therefrom. 	<ul style="list-style-type: none"> To care for the faculty member’s spouse/domestic partner, parent (or person who acted as the employee’s parent), sister, brother, grandparent, parent-in-law, or other family member who has a serious health condition; also includes those persons in a “step” or “half” relationship To care for individual’s in the following relationships with the faculty member’s spouse or domestic partner: child, parent or grandparent, who has a serious health condition. 	<ul style="list-style-type: none"> To be used following the exhaustion or inapplicability of either Faculty Sick Leave, Family Care Leave, or FMLA.

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Leave Restriction	<ul style="list-style-type: none"> • Runs concurrently if Faculty Sick Leave or Family Care Leave is invoked • May be circumstances where used prior to invoking Faculty Sick Leave or Family Care Leave 	<ul style="list-style-type: none"> • Cannot be used by adoptive mothers, unless the adopted child is ill. • Exhausts FMLA concurrently unless FMLA is invoked prior to Sick Leave 	<ul style="list-style-type: none"> • Cannot be used by adoptive mothers, unless the adopted child is ill. • Exhausts FMLA concurrently unless FMLA is invoked prior to Family care Leave 	<ul style="list-style-type: none"> • Full or part-time parental leave and or leave without salary will not be extended beyond a two year period
Work Schedules	<ul style="list-style-type: none"> • Guarantees an employee the right to take leave intermittently or as part of a reduced work schedule when medically necessary 	<ul style="list-style-type: none"> • If FMLA has been exhausted, intermittent leave or reduced work schedule will be granted in accordance with Washington State Law against Discrimination (WLAD) and / or the Americans with Disabilities Act (ADA). 	<ul style="list-style-type: none"> • If FMLA has been exhausted, intermittent leave or reduced work schedule will be granted in accordance with Washington State Law against Discrimination (WLAD) and / or the Americans with Disabilities Act (ADA). 	<ul style="list-style-type: none"> • It is up to the discretion of the appointing unit to determine if intermittent working or working on a reduced schedule will be allowed • Units may require that parental leave be taken in one continuous period of time away from work
Benefits Entitlement	<ul style="list-style-type: none"> • University pays employer-paid portion of health benefits coverage. • Employee is responsible for any insurance co-payments, extra premiums to cover family members, life insurance, parking fees, or other payroll deductions 	<ul style="list-style-type: none"> • University pays employer-paid portion of health benefits coverage. • Employee is responsible for any insurance co-payments, extra premiums to cover family members, life insurance, parking fees, or other payroll deductions 	<ul style="list-style-type: none"> • University pays employer-paid portion of health benefits coverage. • Employee is responsible for any insurance co-payments, extra premiums to cover family members, life insurance, parking fees, or other payroll deductions 	<ul style="list-style-type: none"> • Employer paid health benefits coverage may be continued as long as the employee is working a minimum of 5% FTE. • 100% unpaid leave – employee may continue to receive health care benefits through university’s health care plan on a self-pay basis if requested directly through the UW Benefits Office.
Returning to Work	<ul style="list-style-type: none"> • FMLA entitles an employee to return to the position from which s/he was on leave, or to a position that is virtually identical (i.e. job titles, work location, salary, work hours, etc.) 	<ul style="list-style-type: none"> • Health care provider return to work certification may be requested prior to returning to work from sick leave 	<ul style="list-style-type: none"> • Health care provider return to work certification is not required prior to returning to work from Family Care leave 	<ul style="list-style-type: none"> • The faculty member is entitled to return to her / his position at the conclusion of the approved leave

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Effect on Tenure Clock	<ul style="list-style-type: none"> • Leave is less than six months and therefore does not automatically affect the timeline for mandatory tenure review. • If employee feels that leave interrupts the regular dedication to teaching or scholarship, she / he may request that the year in which the leave takes place not count as a year towards the mandatory tenure review by applying for a waiver through her /his department. 	<ul style="list-style-type: none"> • Leave is less than six months and therefore does not automatically affect the timeline for mandatory tenure review. • If employee feels that leave interrupts the regular dedication to teaching or scholarship, she / he may request that the year in which the leave takes place not count as a year towards the mandatory tenure review by applying for a waiver through her /his department. 	<ul style="list-style-type: none"> • Leave is less than six months and therefore does not automatically affect the timeline for mandatory tenure review. • If employee feels that leave interrupts the regular dedication to teaching or scholarship, she / he may request that the year in which the leave takes place not count as a year towards the mandatory tenure review by applying for a waiver through her /his department. 	<ul style="list-style-type: none"> • If leave or combination of leaves of more than 50% FTE, and exceeds six months the year in which the leave(s) occurred will not count as a year towards the mandatory tenure review. • If employee invokes leave for less than six months, and feels that the leave interrupts the regular dedication to teaching or scholarship, she / he may request that the year in which the leave takes place not count as a year towards the mandatory tenure review by applying for a waiver through her /his appointing unit.
Request Process	<ul style="list-style-type: none"> • Employee request for FMLA leave is made pursuant to the appointing unit's normal leave request procedure via sick leave/FMLA request form • Should notify her / his supervisor • Employees are expected to give a minimum of 30 days advanced notice of the need for FMLA leave whenever possible 	<ul style="list-style-type: none"> • Employee request for leave is made pursuant to the appointing unit's normal leave request procedure via sick leave/FMLA request form • Faculty member must provide a health care provider certification as soon as reasonably possible after the onset of the need for sick leave 	<ul style="list-style-type: none"> • Employee request for leave is made pursuant to the appointing unit's normal leave request procedure via sick leave/FMLA request form • Faculty member must provide a health care provider certification as soon as reasonably possible after the onset of the need for sick leave 	<ul style="list-style-type: none"> • Employee request for leave is made pursuant to the appointing unit's normal leave request procedure via leave of absence without pay request form • Should notify her / his supervisor • Employees are expected to give a minimum of 30 days advanced notice of the need for leave whenever possible.

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Definitions:

The University has adopted a broader, more inclusive definition of family member than the definition provided by either the FMLA or FCA. The University's definition is:

- **Family member** means the employee's spouse or same or opposite sex domestic partner; child; parent; grandparent; grandchild; sister; or brother. Family member also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, or grandparent. It also includes those persons in a “step” or “half” relationship.
- A **son or daughter** means a biological, adopted, or foster child, a step child, a legal ward, or any other child under 18 years of age for whom the employee acts as parent.
- **Child** also includes children above age 18 who are incapable of self-care because of a mental or physical disability.
- A **serious health condition** means an illness, injury, or impairment, or a physical or mental condition that requires inpatient care or continuing treatment by a health care provider.