

LEAVE GUIDE FOR EMPLOYEES

BIRTH/CARE OF CHILD, ADOPTION, PLACEMENT OF FOSTER CHILD

FMLA ELIGIBILITY

Employed by ISU for 12 months, and worked at least 1,250 hours prior to start of FMLA leave

WHAT FMLA COVERS

Job-protected leave, continuation of health insurance benefits, and return to employment upon completion of leave

AMOUNT OF FMLA LEAVE

Up to 12 work weeks of family leave in a rolling 12-month period

	pregnancy leave	birthing parent	non-birthing parent	adoption (both parents)	placement of foster child (both parents)
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up to 12 weeks FMLA leave

if not FMLA eligible, Iowa law requires up to 8 weeks of unpaid leave



ability to use vacation concurrently



ability to use sick leave concurrently

for medical recovery of birth parent

for medical recovery of birth parent

up to 80 hours of emergency leave if accrued

up to 5 days of paid leave from sick & up to 80 hours of emergency leave if accrued

up to 80 hours of emergency leave if accrued