Family and Medical Leave Act (FMLA) Highlights

The Family and Medical Leave Act (FMLA) offers eligible employees job-protected time off for family and medical events of a serious nature.

If you are an active employee of DePaul University satisfying the class definition below, you will be eligible for FMLA under DePaul’s Group FMLA plan from Liberty Life Assurance Company of Boston effective January 1, 2013.

Eligibility Requirements and Effective Dates
Full-time and part-time staff and faculty and student employees who have completed one continuous year of service (consecutive or non-consecutive) and have worked a minimum of 1,250 hours during the 12 month period immediately preceding the start date of leave are eligible for FMLA.

What types of leave qualify for FMLA?
A continuous leave (5 or more days) or intermittent leave due to one of the following reasons:
1) Employee’s own condition
   - Serious Health Condition
   - Pregnancy/childbirth recovery
2) Need to care for a family member
   - Spouse, parent, son or daughter with serious health condition
   - Newborn bonding, adoption and foster placement
3) Providing support to family member in Armed Forces
   - Care for a family member with injury or illness suffered while on active military duty
   - Seeing to arrangements required as a result of a family member being called to active service

Maximum Duration
Under FMLA, you are eligible for up to 12 weeks during the 12 month period measured forward from the date your FMLA leave begins. If approved for leave of absence to care for a covered family member who has incurred an injury or illness in the line of duty while on active duty in the Armed Forces, you are eligible for up to 26 weeks in a 12 month period.

Why should you file for FMLA?
- No adverse employment action as a result of leave
- Restoration of same or equivalent job following leave

Will you receive pay while on FMLA?
If your FMLA leave is due to your own serious health condition, you may be eligible for pay under DePaul University’s Sick Pay and/or Short Term Disability policy. If you are not eligible for Sick Pay or Short Term Disability payment, you may use your accrued vacation time during the leave.

Definition of Family Member
Under FMLA a family member includes your spouse, son, daughter, or parent.

Frequently Asked Questions

Will I continue to accrue vacation and sick time?
Yes, vacation and sick time continue to accrue during an approved FMLA leave of absence.

Will my health benefits continue?
Yes, your health benefits will continue as long as you continue to pay premiums (where applicable) for coverage.

The above information provides highlights of your plan. It does not and is not intended to cover the program in detail. If a conflict exists between a statement in this document and any provision in the policy, the policy will govern.