

FMLA, Paid Parental Leave & Medical Leave Overview

FMLA

LEAVE TYPE/AUTHORITY	ELIGIBILITY	BENEFITS/DETAILS
FMLA <ul style="list-style-type: none"> Federal Law 	Faculty and Staff <ul style="list-style-type: none"> 1 year of employment 1250 hours of work in the prior year Serious health condition; self, other defined family member, or family member on active military orders Birth, adoption, or foster placement of child 	<ul style="list-style-type: none"> Return to same or similar job Up to 12 weeks; paid if leave available, otherwise unpaid 12 weeks paid with USF Paid Parental Leave and no use of accrued leave Applied concurrently with Paid Parental or Parental Leave offered by USF ASF paid for first 4 weeks in accordance with MCOM's Guidelines for ASF Compensation During Extended Leave

Paid Parental Leave

LEAVE TYPE/AUTHORITY	ELIGIBILITY	BENEFITS/DETAILS
USF PAID PARENTAL <ul style="list-style-type: none"> USF Policy 	Faculty <ul style="list-style-type: none"> 1 year of employment At least .75 FTE Requested 3 months in advance of delivery date For birth or adoption of child Available to male or female faculty 	<ul style="list-style-type: none"> Does not required use of accrued leave Up to 1 Semester (19.5 weeks) for Tenured or tenure-earning Faculty Up to 3 months for non tenure-earning Faculty ASF paid for first 4 weeks in accordance with MCOM's Guidelines for ASF Compensation During Extended Leave
PARENTAL <ul style="list-style-type: none"> USF Regulation 10.104: Faculty Benefits and Hours of Work 	Faculty and Staff <ul style="list-style-type: none"> No minimum employment requirement For birth or adoption 	<ul style="list-style-type: none"> Up to 6 months Can be paid or unpaid depending on amount of accrued leave available Must use accrued leave (all types) when available FMLA and Faculty Paid Parental are counted towards the 6 months total time ASF paid for first 4 weeks in accordance with MCOM's Guidelines for ASF Compensation During Extended Leave

Medical Leave of Absence

LEAVE TYPE/AUTHORITY	ELIGIBILITY	BENEFITS/DETAILS
MEDICAL LEAVE OF ABSENCE (with or without pay) <ul style="list-style-type: none"> USF Division of Human Resources Guidelines 	Faculty and Staff <ul style="list-style-type: none"> No minimum employment requirement For individual's medical condition Upon written request with medical certification 	<ul style="list-style-type: none"> Up to 6 months Can be paid or unpaid depending on amount of accrued leave available Must use accrued leave (all types) when available FMLA is counted towards the 6 months total time if FMLA-eligible ASF paid for first 4 weeks in accordance with MCOM's Guidelines for ASF Compensation During Extended Leave