

APSCUF – ARTICLE 18, Section I

Family Care Leave

1. A FACULTY MEMBER who has been employed for one (1) year, and who is otherwise eligible for Family and Medical Leave of Absence leave, shall be granted up to twelve (12) weeks of family care leave without pay to attend the medical needs of spouse, domestic partner, parent, son or daughter, child of a FACULTY MEMBER'S domestic partner, or other person qualifying as a dependent who has a serious health condition as defined by the Family and Medical Leave Act of 1993.
2. The FACULTY MEMBER shall submit a written notification to his/her Dean/immediate management supervisor stating the anticipated duration of the family care leave at least thirty (30) calendar days in advance, if circumstances permit. Documentation of the need for the family care leave may be required.
3. Leave for this purpose may be taken one (1) day at a time, if necessary. Leave shall be approved for less than one (1) day at a time when medically necessary due to a serious health condition as defined by the Family and Medical Leave Act of 1993. FACULTY MEMBERS who are absent for a partial day shall be charged one-half (1/2) day of leave against the days of entitlement. Leave will be pro-rated for part-time FACULTY MEMBERS.
4. For purposes of this Section, parent shall be defined as the biological parent of the FACULTY MEMBER or an individual who stood in loco parentis to a FACULTY MEMBER when the FACULTY MEMBER was a child.
5. For purposes of this Section, son or daughter shall be defined as a biological, adopted, or foster child, a step-child, a legal ward, or a child of a person standing in loco parentis who is:
 - (a) Under eighteen (18) years of age; or
 - (b) Eighteen (18) years of age or older and incapable of self-care due to a mental or physical disability.
6. Any eligible FACULTY MEMBER who is on family care leave may use all remaining paid leave, such as accrued annual leave, personal leave, and sick leave, where appropriate, as part of their family care leave. All other periods of leave related to family care leave shall be leave without pay.
7. It is understood by both parties that the provisions of this Section are consistent with the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq.