
FAMILY AND MEDICAL LEAVE ACT OF 1993

Office of State Personnel
Scope: SHRA/ EHRA
Effective: August 5, 1993
Reviewed: April 22, 2009



FMLA Definition

The Family and Medical Leave Act of 1993 was passed by Congress to balance the demands of the workplace with the needs of families, to promote the stability and economic security of families, and to promote national interests in preserving family integrity; to minimize the potential for employment discrimination on the basis of sex by ensuring generally that leave is available for eligible medical reasons (including maternity-related disability) and for compelling family reasons; and to promote the goal of equal employment opportunity for women and men. This Act provides reasonable unpaid (1) Family and medical leave for the birth of a child and to care for the newborn child; for the placement of a child with the employee for adoption or foster care; for the care of a child, spouse or parent who has a serious health condition; for the employee's own serious health condition; (2) Qualifying Exigency Leave for families of covered members and (3) Military Caregiver Leave (also known as Covered Service member Leave).

Covered Employees and Eligibility

An employee is eligible for FMLA who has been employed (part-time or full-time) with the University or another agency of State government for at least 12 months (need not be continuous) and who has worked at least 1040 hours during the preceding 12 months to the date when leave begins. For faculty and other employees whose employment is related to the academic year, the eligibility requirement may be satisfied by two semesters of work for at least one-half time. Eligibility will be determined by counting backward from the date when leave began.

FMLA Policy for EHRA and SHRA Employees

The policy for FMLA covering both EHRA and SHRA employees at UNCG (excepting the changes to the determination of coverage listed above) can be found at the [Office of State Human Resources Family and Medical Leave Policy](#).