

Time & Leave Training Follow-up

October 19 & 20, 2021

The following questions were asked during the live trainings but needed additional clarification or research before they could be answered.

Q: Clarify Enforced Leave (EL) vs. Family Leave (FMLA)

A: Enforced leave (EL) is charged to sick leave and is used when an immediate family member needs care because of illness or injury. An example would be taking your child or spouse to a doctor's appointment. Enforced leave is limited to 80 hours per calendar year.

Family (FMLA) Leave (i.e. FMLA Act) is triggered by an FMLA qualifying act, a "serious health condition" which can include the birth of a child, care for a child, spouse, or parent with a serious health condition, or a serious health condition of the employee. FMLA allows for up to 12 weeks (480 hours) of job-protected leave in a 12-month period. It also allows for the continuation of group health insurance coverage during that time. FMLA leave may be taken from sick leave, annual leave, or as leave without pay.

If you believe you have an FMLA qualifying act, contact HR as soon as possible. They can assist you with completion of forms to determine eligibility and with any other requirements.