

1 **ARTICLE 26: UNPAID FAMILY AND MEDICAL LEAVE**

2 26.1 The District will grant unpaid family and medical leave to eligible bargaining unit
3 employees in accordance with the provisions of and regulations governing the
4 Federal Family and Medical Leave Act of 1993 (FMLA) (P.L. 103.3).

5 26.2 The District will grant up to 12 weeks of unpaid family and medical leave with
6 continuation of existing District-paid health and welfare benefits to eligible
7 bargaining unit employees for the birth, adoption, or foster care placement of a
8 child with the employee, or for care of the employee, employee's child, spouse,
9 or parent with a serious health condition as defined by the FMLA Rules and
10 Regulations. Except for disability leave on account of pregnancy, childbirth or
11 related medical conditions, family or medical leave under this article will run
12 concurrent with any paid leave for which the bargaining unit employee is
13 eligible including sick leave and accrued vacation. Employees are required to
14 provide thirty (30) days advance notice if the need for unpaid family leave is
15 foreseeable. Any family leave request will be processed in accordance with the
16 applicable provisions of State and Federal law.

17 26.3 The District shall post a copy of the United States Department of Labor Family
18 and Medical Leave Act Notice information as per WH Publication 1420 on all
19 approved District/CSEA designated bulletin boards. The District shall supply
20 current copies of the U.S. Department of Labor Family and Medical Leave Act
21 of 1993 for distribution as follows: Human Resources Office two (2) copies and
22 CSEA Executive Board three (3) copies.
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