

## CSU Family Medical Leave (FML)

The CSU Family Medical Leave (FML) provides employees with unpaid leave time for up to twelve (12) weeks to care for self or eligible family members. The CSU FML incorporates both the Federal Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA) leave entitlements and run concurrently.

The CSU FML 12 week entitlement is calculated on a forward rolling basis within a 12-month period, from the first date the employee's first FML leave begins. When CSU Family Medical Leave is authorized, only the amount of actual leave taken is counted against the maximum entitlement. CSU FML tracks concurrently with most leave programs except for the California Pregnancy Disability Leave. Please note that CSU FML and CFRA leave entitlements may be subject to a collective bargaining agreement.

CSU FML is extended to employees who either become seriously ill, or need to care for a newborn or a child placed in the home through adoption or foster care, or need to be away from work to care for an ill family member. Eligible family members under CSU FML include a child, parent, spouse or a registered domestic partner.

Employees who request CSU FML leave for self are required to exhaust existing sick and vacation leave credits, and personal holiday prior to being placed on an unpaid FML leave. Treatment of vacation for represented employees may differ; please refer to the appropriate collective bargaining agreement.

Employees who request FML leave to care for a family member must exhaust existing personal holiday and vacation credits. Existing sick leave credits may be used by mutual agreement as defined in the CSU leave policy and appropriate collective bargaining agreement.

When employees on FML remain on pay status by use of accruals or other paid leaves, benefit premiums, including health, dental, vision, group life and long term disability continue to be paid by the CSU without a lapse in coverage. During periods of unpaid CSU FML (when paid accruals or other paid leaves exhaust), only health, dental and vision premiums will continue to be paid by the CSU.

The following legislation is incorporated into the CSU FML leave:

- Family Medical Leave Act -  
29 United States Code, Sections 2601 et seq;
- California Family Rights Act -  
California Government Code §§12945.1,.2 and 19702.3; and
- California Code of Regulations, Title 2, Division 4, §§7297 et seq

For additional information, please contact Human Resources.