

From: [Anderson, Paul \[ADM\]](#)
To:

Subject: administrative guidance on parental leave benefit
Date: Friday, April 01, 2016 11:13:47 AM

Dear Colleagues,

As you know, effective April 1, 2016, BSD faculty members who become parents through birth or adoption may now elect to receive up to 12 weeks of paid Family and Medical Leave Act (FMLA) leave. Such leaves must be taken within one year after the arrival of the newborn or newly adopted child. Eligibility for the benefit begins immediately upon employment as a faculty member.

Although the paid aspect of this leave and immediate eligibility are supplemental to what FMLA mandates, eligibility for FMLA leave is limited to 12 weeks per year. FMLA eligibility is renewed on an annual basis on the anniversary of the onset of the first FMLA leave.

Accordingly, beginning April 1, 2016, you may have (1) faculty members with approved leaves under the outgoing policy whose leaves have already been completed but who will be eligible for additional paid leave; (2) faculty members with approved future leaves who will be eligible for additional paid leave, or (3) faculty members who will become eligible for the first time for paid leave under the new policy. For the first two kinds of cases, please review the facts of the case and submit a revised FMLA leave request to the Office of Academic Affairs. For those who would have been ineligible for paid leave under the old policy please be sure that they are aware of a new benefit they can elect.

The specific terms and conditions of the new policy will be published on the Provost's Office's website on April 1, 2016.

Paul

PAUL V. ANDERSON

Assistant Dean and Executive Director
Office of Academic Affairs
The University of Chicago Biological Sciences
5841 S Maryland Ave | Rm O-102 | Chicago, IL 60637
Office: 773-795-5413

AT THE FOREFRONT OF MEDICINE®