

Box 19176 1225 W. Mitchell, Room 212 Arlington, TX 76019-0176 T.817-272-5554 F.817-272-0908 www.uta.edu/hr

Employee Name: _____ Empl ID: _____
Home Address: _____ City: _____
State/Zip: _____ Home Phone: _____ Cell: _____
Department Contact: _____ Phone: _____
Supervisor: _____ Phone: _____

Start date of expected leave: _____ Expected date of return: _____

Intermittent Leave

Reason for Leave

Birth and Care of a Child* - **Must complete Certification:** <http://www.dol.gov/whd/forms/WH-380-E.pdf>

Adoption or Foster Care Placement*

My child, who is either under age 18, or age 18 or older and "incapable of self-care because of mental or physical disability." Age of child: _____

Serious Health Condition

My own - **Must complete Certification:** <http://www.dol.gov/whd/forms/WH-380-E.pdf>

Spouse, Parent, or Child - **Must complete Certification:** <http://www.dol.gov/whd/forms/WH-380-F.pdf>

Military Caregiver Leave* - **Must complete Certification:** <http://www.dol.gov/whd/forms/WH-385.pdf>

I am the Spouse of the Service Member I am the Son or Daughter of the Service Member

I am the Parent of the Service Member I am the Next of Kin of the Service Member

Qualifying Exigency Leave - **Must complete Certification:** <http://www.dol.gov/whd/forms/WH-384.pdf>

* My Spouse is , is not , currently employed by UT Arlington. The FMLA provides that spouses employed by the same employer are eligible for a combined allotment of leave for the categories (*) marked.

NOTE: A leave request based on the birth of a child, an employee's serious health condition, or the serious health condition of an employee's spouse, child, or parent must be accompanied by a Certification of Health Care Provider Form. If the university has reason to doubt the validity of the certification, it will require the employee to obtain a second certification by a Health Care Provider designated or approved by the university. If the second certification differs from the first, the certification of a third Health Care Provider, jointly approved by the employee and the university, may be required and will be considered final and binding. Both the second and third certifications are at the university's expense.

FMLA is unpaid leave and, therefore, employees are required to use their available sick leave and vacation, in conjunction with FMLA. If the employee exhausts their paid leave, then the employee will be placed on FMLA leave without pay status. This may affect other benefits. For more information, please contact Human Resources at 817-272-5554.

I understand that a failure to return to work at the end of my leave period may be treated as a resignation unless an extension has been agreed upon and approved in writing by UT Arlington.

Employee Signature: _____ Date: _____

To be completed by Patient/Employee

I authorize my licensed practitioner to release the completed Certification of Health Care Provider form to the administrators of the Family and Medical Leave Act at The University of Texas at Arlington.

Patient Name: _____

Patient Signature: _____ Date: _____

You may be entitled to know what information UT Arlington collects concerning you. You may review and have UT Arlington correct this information according to procedures set forth in UT System Administration UTS139. The law is found in sections 552.021, 552.023 and 559.004 of the Texas Government Code.

MODIFICATION TO THIS FORM IS STRICTLY PROHIBITED.

EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

Military Family Leave Entitlements

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Benefits and Protections

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

- Interfere with, restrain, or deny the exercise of any right provided under FMLA;
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulations 29 C.F.R. § 825.300(a) may require additional disclosures.

