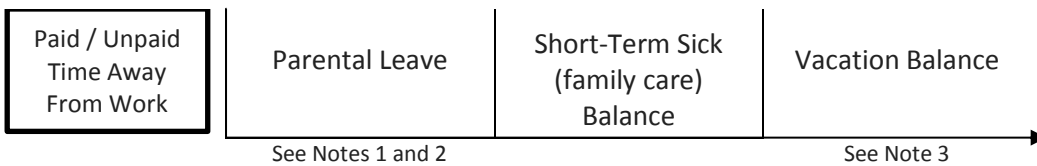
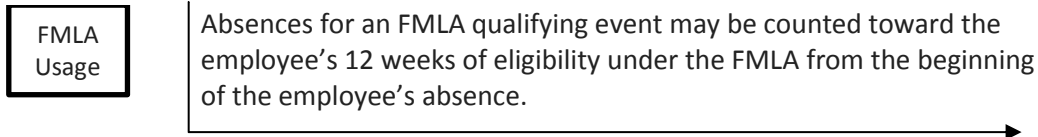
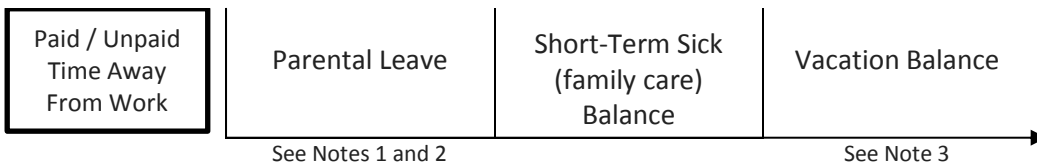


**Foster Care or Appointed Legal Guardianship (Non-birth parent)
Instructional Staff ***

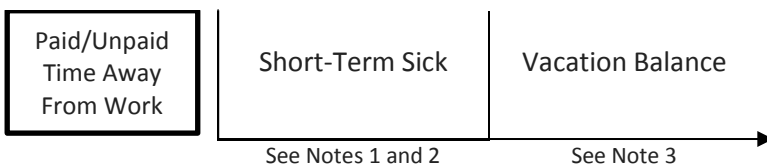
Example A: Non-birth parent requests time off for bonding with the child for a newly placed foster child, or newly appointed legal guardianship of a child, qualifies for FMLA, and is eligible for parental leave



Example B: Non-birth parent requests time off for bonding with the child for a newly placed foster child, or newly appointed legal guardianship of a child, does not qualify for FMLA, and is and is eligible for parental leave



Example C: Non-birth parent requests time off for bonding with the child for a newly placed foster child, or newly appointed legal guardianship of a child, does not qualify for FMLA, and is not eligible for parental leave



Notes:

1. Consistent with unit practices, documentation provided to the University that confirms the family relationship
 2. Use may be continuous or intermittent. Scheduling is at the discretion and approval of the department. See the Paid Maternity (Childbirth) and Parental Leaves SPG for scheduling guidance When not eligible for parental leave, the employee has the option to use short-term sick for bonding with the child
 3. Regular instructional faculty with a 12-month appointment are eligible for vacation
- * The applicable collective bargaining agreement should be referenced for employees covered by a collective bargaining agreement (AFSCME, GEO, IUOE, LEO, MNA, POAM, Trades, etc.).