

# Parental Leave

Policy Number:  
V.09.01

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Reason for Policy:

This policy outlines the University's parental leave benefits for unrepresented faculty ~~and officers of administration~~ who are expecting a child and/or require time to care for or bond with their child, following birth or adoption.

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Entities Affected by this Policy:

~~Officers of Administration~~; Unrepresented Faculty

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Website Address for this Policy:

<https://policies.uoregon.edu/vol-5-human-resources/ch-9-time-leave/paren...>

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Responsible Office:

For questions about this policy, please contact the office of Human Resources at 541-346-3159 or [hrinfo@uoregon.edu](mailto:hrinfo@uoregon.edu).

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Enactment & Revision History:

7/1/14 Became a UO policy by operation of law.

6/24/14 Enacted by President Michael Gottfredson.

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Policy:

The University will provide ~~officers of administration (OA) and~~ unrepresented faculty members (UFM) with leave upon the birth or adoption of a child as provided by the Family Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA). An OA or UFM who takes parental leave under FMLA or OFLA may take the first six work weeks of such leave with pay, in the following manner:

As part of the first six weeks of leave, the ~~OA or~~ UFM must use any available short term disability insurance benefits, all accrued vacation leave and all but 80 hours of accrued sick

leave. If the ~~OA or~~ UFM does not have sufficient accrued disability insurance benefits and accrued paid leave to cover six weeks with full pay, the University will provide the ~~OA or~~ UFM with the necessary amount of paid parental leave to allow the ~~OA or~~ UFM to receive a total of six weeks paid parental leave. If both parents are ~~either OAs or~~ UFM of the University, both parents are entitled to this additional paid leave.

Each ~~OA and~~ UFM may use accrued sick leave for his or her remaining six weeks of parental leave (for a total of 12 work weeks of leave). In the event that the ~~OA or~~ UFM does not have sufficient accrued sick leave, he or she may borrow advanced sick leave for the remainder of the last six work weeks pursuant to current policy. Based on the timing of the birth or adoption, this paid leave may extend into a second term for a UFM.

To be eligible for the paid family leave benefit described in this Standard, a UFM must be in a Career NTTF or the Tenure-Track or Tenured Professor classifications. ~~Any OA employed at 0.5 FTE or more is eligible for the paid family leave benefit described in this Standard.~~

Use of the benefits described in this Standard shall not adversely affect the UFM's ~~or OA's~~ standing or salary in any manner. A UFM who is employed in a Tenure-Track and Tenured position who experiences pregnancy, childbirth, or the adoption of a child and/or utilizes parental leave shall have the option of an additional probationary year before a tenure or promotional review.

This Standard supersedes all policies to the extent that this Standard conflicts, is inconsistent with, or differs from such policies.

All units are directed to comply with this Standard until further notice.