



Family Leave and the FMLA

Do I have the right to take paid paternity or maternity leave under the TAA contract? Or to care for a relative?

You can use sick days and/or vacation days as paid maternity or paternity leave (Article XI(5)(C)), or to care for an ill or injured family member. There is no separate provision for paid maternity or paternity leave.

Am I covered by FMLA (Family Medical Leave Act)?

Federal FMLA law guarantee extended family leave, without pay but with continued enrollment on the company's health plan. However, in order to be covered by federal FMLA law, an employee must have worked at least 1,000 hours during the prior 12 month period. The great majority of TAs and PAs are unlikely to meet this standard (some 50%, fiscal year PAs might qualify).

Can I take an extended, unpaid leave - and if I do, will I lose my health insurance?

You are guaranteed the right to unpaid leave, but you must give your supervisor at least 4 weeks notice of your intent to do so (Article XI(6)(B)). Your health insurance, however, will lapse 60 days after the date that your department reports you as no longer being employed.

Can my department and I worked out an arrangement for a substitute?

Sure! Departments are free to work out whatever arrangements best fit your needs and their needs.

**Contact your department steward or the TAA office
(256-4375 or taa@taa-madison.org)
with any questions or concerns.**