

FAMILY MEDICAL LEAVE ACT (FMLA) EMPLOYEE RIGHTS

In accordance with federal law, any regular or term employee of The University of Tennessee who has been employed for at least 12 months, and has at least 1,250 hours of service during the previous 12 month period is eligible for 12 weeks of leave for certain family and medical reasons.

Reasons for Taking Leave

- Care of child after birth, placement for adoption, or placement for foster care
- Care of spouse, child, or parent with serious health condition
- Serious health condition of employee

Family and medical leave shall run concurrently with paid leave (sick leave, annual leave, personal leave, workers' compensation leave) or any leave of absence without pay.

Advance Notice and Medical Certification

- Thirty (30) days advance notice when leave is "foreseeable"
- Medical certification may be required
- Second or third opinions (at the University's expense) may be required
- Fitness for duty certification may be required to return to work

Job Benefits and Protection

- Employer's share of premium for group health insurance will continue to be paid (providing employee pays his/her portion)
- Normally, employees will be restored to his/her original or equivalent position, pay, and benefits upon return
- Employee benefits accrued prior to leave cannot be lost

Employer Responsibility

- May not interfere with, restrain, or deny the exercise of any right provided under FMLA
- May not 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

The Department of Human Resources and Services will assist employees in obtaining FMLA leave for which they are eligible. Contact the department at (931) 393-7226.