



POLICY TITLE	Family Medical Leave Act (FMLA)	Policy Number	360
Section	Human Resources	Approval Date	December 8, 2011
Subsection	Compensation and Benefits	Effective Date	December 8, 2011
Responsible Office	Office of the Vice President of Planning, Budget, and Human Resources		

1.0 PURPOSE

1.1 The University affirms its compliance with the *Family and Medical Leave Act of 1993 (FMLA)* and all subsequent amendments.

2.0 REFERENCES

2.1 29 CFR Part 825, *The Family and Medical Leave Act of 1993* as amended by Section 585 of the *National Defense Authorization Act for FY 2008*, Public Law 110–181

2.2 United States Code, Title 10, Section 101(a)(13)

2.3 UVU Policy 361 *Leave of Absence*

3.0 DEFINITIONS

4.0 POLICY

4.1 In accordance with federal law, the University provides eligible employees leave pursuant to the provisions under the *Family and Medical Leave Act of 1993* and all subsequent amendments.

4.2 Human Resources is responsible for maintaining the University's compliance with *FMLA* and for providing information about *FMLA* to university employees.

5.0 PROCEDURES

5.1 For family and medical leave eligibility requirements, leave entitlements, employee and institutional responsibilities, and leave usage, contact Human Resources or the University's web site.



UTAH VALLEY UNIVERSITY

Policies and Procedures

POLICY HISTORY		
Date of Last Action	Action Taken	Authorizing Entity