

Family Medical Leave Act/California Family Rights Act (FMLA/CFRA)

FMLA and CFRA are similar laws that provide protection to employees who have family medical issues that require them to be away from their job either full time or intermittently.

FMLA/CFRA are unpaid leaves from EGUSD. These laws only protect an employee's benefits and position with the district - not salary.

It is the practice of EGUSD to run paid sick leave, vacation, and comp time concurrently with FMLA/CFRA with otherwise unpaid FMLA/CFRA. This means that if an employee has accrued leave time the district will allow them to use that time to continue their salary during an approved FMLA/CFRA leave. When the accrued leave time is exhausted the leave becomes unpaid.

Eligibility requirements for FMLA/CFRA

- Worked 1250 hours in the last 12 months for EGUSD
- Provide medical certification
- Submit written request for leave time (Request for Leave of Absence)

Full time teachers automatically generally qualify regarding the hours even if they have previously missed work for reasons unrelated to the current situation. They may not qualify for a second FMLA leave if absences from the first leave are still in the rolling 12 month period.

Benefits are continued up to 3 months for qualified certificated employees while on unpaid FMLA/CFRA.

Employees may choose not to accept district paid benefits.

Employees are responsible for their portion of the premium they would normally pay while on an approved unpaid leave. This would include the 20% employee premium cost; any buy-up cost for higher cost plan; and monthly contributions to EGBERT.

Employees are encouraged to contact Payroll/Benefits to discuss the effect unpaid leave of absence may have on their salary and benefits.