

NYSUT's FMLA at a glance: A brief overview of the federal law

- 1 Full-time employees are eligible
- 2 For disability due to childbirth (physical or mental)
- 3 12 unpaid weeks of leave for the birth or care of a child
- 4 Leave must be taken within 12 months of birth
- 5 Leave may be taken intermittently
- 6 Employee may be required to use personal or sick leave first
- 7 30 days notice required for natural birth
- 8 If the spouse works for the district, you are eligible for 12 weeks aggregate care for a newborn
- 9 A doctor's note may be required
- 10 The BOE may require their own doctor's opinion
- 11 A return to an equivalent position (but not necessarily the same position is guaranteed
- 12 Seniority is not lost but does not accrue
- 13 Health insurance benefits continue
- 14 Extension of leave through the end of a semester may be required by the employer
- 15 The contract provisions may be more generous
- 16 FMLA cannot diminish contractual rights
- 17 The contract cannot diminish rights under FMLA
- 18 Ask your building rep or VP for help first, NOT the administration