

Standard of the University of Oregon

Parental Leave at the University of Oregon for Officers of Administration and Unrepresented Faculty Members

Pursuant to Sections 170 and 172 of Senate Bill 270 (2013) and other applicable law, this Standard is adopted and is effective July 1, 2014.

The University will provide officers of administration (OA) and unrepresented faculty members (UFM) with leave upon the birth or adoption of a child as provided by the Family Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA). An OA or UFM who takes parental leave under FMLA or OFLA may take the first six work weeks of such leave with pay, in the following manner:

As part of the first six weeks of leave, the OA or UFM must use any available short term disability insurance benefits, all accrued vacation leave and all but 80 hours of accrued sick leave. If the OA or UFM does not have sufficient accrued disability insurance benefits and accrued paid leave to cover six weeks with full pay, the University will provide the OA or UFM with the necessary amount of paid parental leave to allow the OA or UFM to receive a total of six weeks paid parental leave. If both parents are either OAs or UFM's of the University, both parents are entitled to this additional paid leave.

Each OA and UFM may use accrued sick leave for his or her remaining six weeks of parental leave (for a total of 12 work weeks of leave). In the event that the OA or UFM does not have sufficient accrued sick leave, he or she may borrow advanced sick leave for the remainder of the last six work weeks pursuant to current policy. Based on the timing of the birth or adoption, this paid leave may extend into a second term for a UFM.

To be eligible for the paid family leave benefit described in this Standard, a UFM must be in a Career NTTF or the Tenure-Track or Tenured Professor classifications. Any OA employed at 0.5 FTE or more is eligible for the paid family leave benefit described in this Standard.

Use of the benefits described in this Standard shall not adversely affect the UFM's or OA's standing or salary in any manner. A UFM who is employed in a Tenure-Track and Tenured position who experiences pregnancy, childbirth, or the adoption of a child and/or utilizes parental leave shall have the option of an additional probationary year before a tenure or promotional review.

This Standard supersedes all policies to the extent that this Standard conflicts, is inconsistent with, or differs from such policies.

All units are directed to comply with this Standard until further notice.

Michael R. Gottfredson, President

Date