

Parental Leave (non-birth parent) Employee Checklist

Request time off work

Follow your department's normal procedure for requesting leave. Provide as much advance notice of the need for leave as possible. If 30 days advance notice is not possible, you are required to request leave as soon as you know you will need to be away from work.

Request for Leave of Absence (LOA) or Modified Work Schedule Form

The following items **MUST** be included on the request form in order for HR to process your request for leave:

- Indicate a start date and end date for the leave** ("Indefinite" dates or "leave as needed" are not acceptable and cannot be approved).
- Identify type of leave being requested** (LOA - continuous or intermittent, or a reduced or modified work schedule). For intermittent leave, identify frequency and duration of leave needed.
- Indicate if you are applying for Washington Paid Family Leave (PFML)** Employees interested in taking Paid Family and Medical Leave (PFML) should contact the Employment Security Department (ESD) at <https://paidleave.wa.gov/> to determine if they are eligible.
- Obtain manager's signature** (this acknowledges his/her receipt of your request for LOA or intermittent, reduced or modified work schedule)
- Send** a copy of the signed and completed form to the appropriate **Human Resources Office** (see contact information below).
- Your Leave Specialist** will review your request in conjunction with your rights under FMLA and the University's Parental Leave Policy. If your request is complete, you will receive an approval letter confirming your leave period.

Make Additional Arrangements for your Leave of Absence (if applicable)

- Contact your department** timekeeper/manager to discuss use of benefit time during your leave (i.e., vacation, holiday, sick leave, compensatory time, leave without pay)
- Contact UW Benefits** to discuss your health care coverage and/or new dependent information at 206-543-4444 or benefits@uw.edu.
- Contact Commuter Services** to find out about discontinuing parking deductions while on leave: 206-744-3254 (Harborview) or 206-221-3701 (UWMC)
- Contact your Leave specialist** as soon as possible should any dates need to be changed or adjusted, or if you have any additional questions.

Return, scan or fax forms directly to your HR Office (copies are acceptable; however, HR reserves the right to request the originals for clarification):

Harborview Medical Center

HR Operations Office

Fax: (206) 598-4610

325 Ninth Avenue

Box 359715

Seattle, WA 98104

Or, MedCtrFMLA@uw.edu

UW Medical Center Montlake & Northwest

HR Operations Office

Fax: (206) 598-4610

1959 NE Pacific #BB150

Box 356054

Seattle, WA 98195

Or, MedCtrFMLA@uw.edu

**Your leave request cannot be approved without these completed forms.
Incomplete forms may delay the approval process.**

**Family and Medical Leave
Request for Parental Leave for Parent Other than the
Birth Mother**

Return the completed form as soon as possible (but no later than 15 calendar days after the date you receive it), to the appropriate office indicated below.

Contact the appropriate office if you have questions or believe that you will not be able to return the completed form within the specified timeframe.

Employee name:	EID:	Employee phone:
Employee email:	Department:	Supervisor's name:

Expected date of baby's delivery/adoption/becoming a foster parent:

I am requesting continuous time off work No Yes

From (date) through

I am requesting additional continuous blocks of leave time (your parental leave entitlement must be used prior to the baby 1st birthday)

From (date) through From (date) through

I am requesting a modified work schedule (e.g. "work 8hrs per day 4 days per week) as follows No Yes

hours/day for days/week from (date) until (date)

I am requesting Parental Shared Leave: I am requesting Washington Paid Family Leave (PFML):

No Yes No Yes

Employee Signature: _____ Date: _____

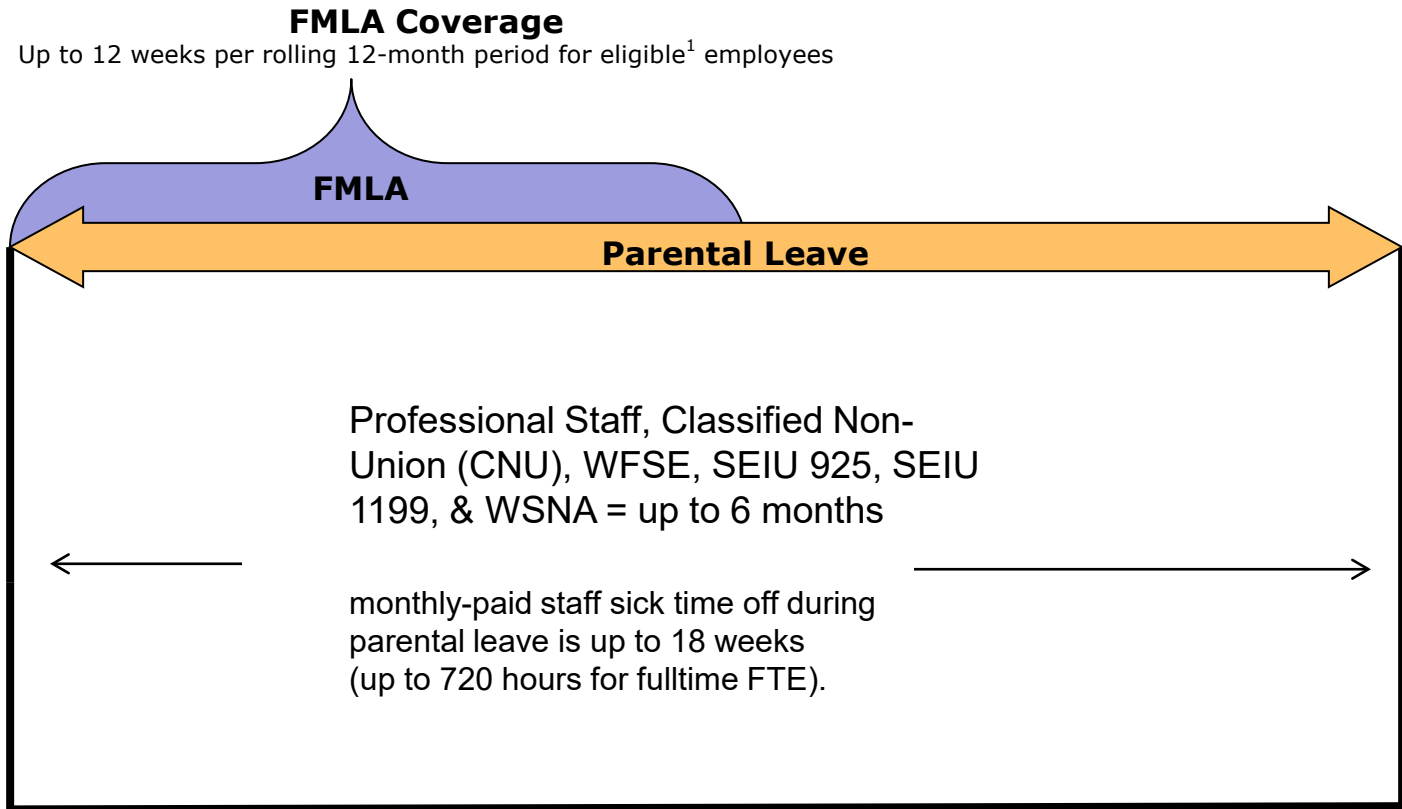
**** Dept. Manager Acknowledgement Required ****

Dept. Manager Acknowledgement Signature: _____ Date: _____

HUMAN RESOURCES OPERATIONS OFFICES	
Harborview Medical Center HR Operations Office Fax: (206) 598-4610 325 Ninth Avenue Box 359715 Seattle, WA 98104 Or, MedCtrFMLA@uw.edu	UW Medical Center Montlake & Northwest HR Operations Office Fax: (206) 598-4610 1959 NE Pacific #BB150 Box 356054 Seattle, WA 98195 Or, MedCtrFMLA@uw.edu

Leave Chart for Parents Other Than the Birth Mother

Parental leave may be taken any time during the 12 months following birth



¹Leave is in accordance with the federal FMLA and the Washington Family Leave Act. For eligibility under these laws see <https://hr.uw.edu/ops/leaves/>

Paid Family and Medical Leave

Statement of Employee Rights

You may qualify for Paid Family and Medical Leave

As of Jan. 1, 2020, Washington employees who have worked 820 hours or more in the qualifying period and experience (d) a qualifying event have access to Paid Family and Medical Leave.

Employees who have missed work due to family or medical reasons may be eligible for paid family or medical leave for the following qualifications:

- Care for and bond with a child younger than 18 following birth or placement
- Care for yourself or a family member experiencing a serious health condition
- Certain military-connected events.

Paid Family and Medical Leave requires that you give your employer(s) written notice at least 30 days in advance of when you plan to take leave. However, if the reason you need leave was not foreseeable, you may notify your employer(s) as soon as possible.

The Paid Family and Medical Leave Benefit Guide provides information on how to apply for benefits and submit weekly claims. It also explains your rights and responsibilities under the law. Download the guide at: www.paidleave.wa.gov/benefit-guide.

For more information about how to apply, contact us at 833-717-2273 or visit www.paidleave.wa.gov.

Important information for when you apply

- Employer UBI#: **178019988** (or **91-1631806** for HMC employees)
- Employer offers supplemental benefits. For more information about UW's supplemental benefits program visit the UW's How to file for PFML webpage:
<https://hr.uw.edu/ops/leaves/paid-family-and-medical-leave-pfml/how-to-file-for-pfml/>

Note: Except during the waiting week, employees cannot use employer provided paid time off at the same time as Paid Family and Medical Leave, unless the employer chooses to offer a "supplemental benefit." Supplemental benefits can be used along with Paid Family and Medical Leave to provide additional pay while an employee receives partial wage replacement through Paid Leave benefits. Employees may accept or reject supplemental benefit payments.

University of Washington
Family and Medical Leave Act Information Summary
(For Non-Academic Employees)

The UW provides this information for employees who have requested or are taking leave that could be covered by the federal Family and Medical Leave Act (FMLA) and provides additional information that is unique to Washington State, UW employment, or that you should otherwise know about. The federal poster “Employee Rights and Responsibilities under the Family and Medical Leave Act” summarizes employee and employer rights and responsibilities under the FMLA and is attached at the end of this document. You can also download the poster at: <http://tinyurl.com/FMLA-notice>.

The FMLA allows eligible employees to take job protected leave from work for the reasons and the amount of time described on the FMLA poster. While the FMLA provides for unpaid time off, depending on the reason you need to take leave, your employment program, and your leave balances, you may have paid time off that you can use during your FMLA leave including: annual leave, sick leave, compensatory time, discretionary leave, personal holiday, and/or shared leave that has been donated by other employees. If you are eligible, you may also receive long-term disability insurance payments during the unpaid portion of FMLA leave.

In Washington State leave to care for a newborn child is in addition to any leave the birth mother may need for sickness or temporary disability because of pregnancy or childbirth.

Certification of Leave

You may be required to provide certification from a health care provider to support the need for leave due to your own serious health condition or to care for a family member with a serious health condition. If certification is requested, you will need to arrange for completion of a Family and Medical Leave Certification of Health Care Provider Statement, and return it to the Human Resources Office serving your unit within 15 days. Failure to do this may delay approval of your leave request. The University may ask you to provide periodic updates regarding your ability to return to work, and the University may require a second medical opinion at its expense.

For leave related to a family member’s active duty in the armed services, certification of the family member’s military orders or status, or the reason for the leave may be required.

Return to Work Certification

Upon returning to work from FMLA-covered leave, you may be required to provide certification from a health care provider that you are fit to return to work. Contact your manager as soon as you know your expected return to work date.

Additional Resources

- Definitions of terms used in the Family Medical Leave Act: <https://www.ecfr.gov/current/title-29/part-825>
- UW Benefits: UWHR Life Events web pages <https://hr.uw.edu/benefits/>

If you have questions about this information, please consult the following resources:

Office Listings	Office email
UW Medicine - Human Resources Leave Team	MedCtrFMLA@uw.edu
Risk Services (<i>for on-the-job illness or injury</i>)	workcomp@uw.edu
Disability Services Office TTY	206-543-6452
Disability Services Office	DSO@uw.edu

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

You are an **eligible employee** if **all** of the following apply:

- You work for a covered employer,
- You have worked for your employer at least 12 months,
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

You work for a **covered employer** if **one** of the following applies:

- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
- You work for an elementary or public or private secondary school, or
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

Generally, **to request FMLA leave you must:**

- Follow your employer's normal policies for requesting leave,
- Give notice at least 30 days before your need for FMLA leave, or
- If advance notice is not possible, give notice as soon as possible.

You **do not have to share a medical diagnosis** but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You **must also inform your employer if FMLA leave was previously taken** or approved for the same reason when requesting additional leave.

Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

What does my employer need to do?

If you are eligible for FMLA leave, your **employer must:**

- Allow you to take job-protected time off work for a qualifying reason,
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

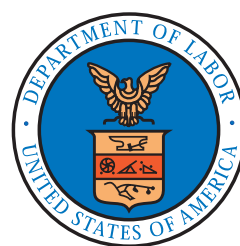
After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer must confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, your **employer must notify you in writing:**

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?

Call **1-866-487-9243** or visit **dol.gov/fmla** to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

