

Use of Leave at the Birth or Adoption of a Child or Placement of a Child for Foster Care

The federal Family and Medical Leave Act (FMLA) of 1993, CFR 29-825, allows either parent up to 12 weeks of Family and Medical Leave on the occasion of the birth or adoption of a child or the placement of a child for foster care. If both parents work for the same employer, they may share up to 12 weeks of leave.

When an employee takes Family and Medical Leave for the birth or adoption of a child or the placement of a child for foster care, s/he may use any combination of accrued unused sick leave, annual leave, or leave without pay that s/he designates.

June 28, 2006