Family and medical leave, leave of absence, paid maternity leave, paid paternity leave, paid adoptive and foster parent leave and vacations for

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medical treatment, the employee must make reasonable efforts to schedule the treatment so as not to unduly disrupt the university's operation, and the university may temporarily transfer the employee to an alternative position for which the employee is qualified, if it better accommodates these recurring periods of leave.

- (9) Nothing in this section shall be deemed to create any additional benefits, rights, or entitlements to employees beyond those provided by the provisions of the FMLA or applicable law of the state of Ohio. For the purpose of implementing this FMLA policy, the definitions and provisions of the FMLA in effect at that time shall be followed when necessary to ensure compliance with the law.
- (B) Maternity leave. Upon delivery, an employee who is on active pay status shall, in the ordinary course of recovering from either a vaginal birth without complication, be entitled to use up to six weeks of accrued sick leave, or if a vaginal birth with

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<u>designee(s)</u> upon recommendation of the <u>vice</u>-president <u>or Dean</u>.

(F) No member of the faculty shall be absent from proper duties at the university for any cause other than sickness, except upon permission of the president, upon recommendation of the faculty member's dean or administrative superior.

- (G) A cademic year and vacations.
 - (1) Full-time faculty members on a nine-months' appointment are expected to be on duty during the fall and spring semester and continuing through spring commencement exercises, and are entitled to all academic vacations during that period.
 - (2) Faculty members and designated others on a full-time, twelve- month appointment (effective July first) have one hundred seventy-six hours of vacation as arranged with the dean or administrative supervisor as described in rule 3359-11-03 of the Administrative Code, vacation policy for full-time, twelve-month faculty, contract professionals, and professional unclassified exempt staff.

Effective: 02/01/2015-10/14/2023

Certification:

Ted A. Mallo M. Celeste Cook

Secretary

Board of Trustees

Promulgated Under: 111.15

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