Evangel University FMLA Procedures

FMLA Leave is job-protected leave for an eligible employee during an extended period of absence (up to 12 weeks) due to serious eligible illness of self/qualified family member or due to birth/adoPTION of a child. *For more information, please consult the FMLA ACT or Staff Handbook.*

If an Employee knows he or she is going to be absent for more than three days due to an FMLA-Qualifying Event, FOLLOW THESE STEPS:

**STEP 1**

The Employee is responsible for informing his or her Supervisor 30 days in advance, if foreseeable, in writing or via email. The supervisor is responsible to forward the documentation to HR.

**STEP 2**

Within 5 days of notification, HR will send the Employee a copy of the paperwork (FMLA procedure, FMLA Medical Authorization and appropriate request form) and start an FMLA Event Log Sheet.

**STEP 3**

The Employee is responsible for completing the FMLA paperwork and submitting completed paperwork to HR.

**STEP 4**

HR will send the employee a response to their FMLA request and contact the Supervisor about recording the employee’s hours.

Once it is determined that it’s an FMLA-Qualifying Event, the employee’s supervisor is responsible for tracking all hours absent during the FMLA Leave as “FMLA.”

*Employees are required to use their accrued SICK hours while on FMLA first and then VACATION hours may be used. When these benefits run out, so do Holidays. The Employee will retain his or her health coverage but is still responsible for paying all premiums and deductions during this time.*

*IF NO paperwork is submitted to HR, but the Leave has been approved by the Supervisor and determined by HR as an FMLA-Qualifying Event, the hours will STILL be tracked as FMLA Leave.

**STEP 5**

Employees will be asked to provide a Medical Release from his or her doctor before returning to work when the Leave is due to employee’s own serious health condition.

**STEP 6**

When employee returns to work, Supervisor notifies HR immediately with the return date.
Entering Hours for Employees on FMLA

Hourly Employee’s Timecard

- Put in the number of hours the employee is scheduled to work as FMLA hours. Do not include lunch.
- Add a second line and enter the same number of hours, designating as sick or vacation.
- If the employee has exhausted sick and vacation, then just enter FMLA hours.

Salary Employee’s Timecard

- For Salaried Employees, all FMLA hours have to be matched with Sick, Vacation, or Absent hours.

***REMINDER!!! As soon as an employee returns from FMLA, be sure to notify Susan Griffith.***