UT TYLER EMPLOYEE HANDBOOK

PARENTAL LEAVE

Employees with less than 12 months of state service or less than 1,250 hours of work in the 12 months immediately preceding the start of leave are entitled to a parental leave of absence without pay, not to exceed a total of 12 weeks, if the employee uses all available and appropriate paid vacation and sick leave while taking the parental leave. Such parental leave may only be taken for the birth of a natural child or adoption or foster care placement with the employee of a child under three years of age. The leave period begins with the date of birth or the adoption or foster care placement. Sick leave may only be taken if the child is actually ill.

For more information consult the: Family and Medical Leave Policy, 4.18.7.

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