

**UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY**

Policy Number: 529

Subject: Faculty Sick Leave

as a parent or guardian. The sick leave policy presently stated in the UCA *Staff Handbook*, as revised January 1, 1987, will be used to supplement these policies with more detail.

Forms for reporting sick leave each month will be provided to the administrative units and academic departments by Human Resources.

The Family and Medical Leave Act of 1993 entitles employees who have worked at least 1,250 hours during the previous twelve months to a total of twelve work-weeks of unpaid leave during any given twelve-month period for:

1. Medical reasons;
2. Birth or adoption of a child; or
3. To care for a child, spouse, or parent with a serious medical condition.

The employer must maintain coverage for the employee under any group health plan for the duration of the leave at the level and under the conditions coverage would have been provided if the employee had continued employment.

Upon return from Family and Medical Leave, an employee is entitled to be restored to:

1. The position formerly occupied; or
2. An equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.