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## EMPLOYEE SERVICES

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# Family Medical Leave Act (FMLA)

The Family Medical Leave Act of 1993 (FMLA) is a federal statute that provides job protection for employees for the following reasons:

- the birth of a child and care of a newborn child
- the placement and care of a child for adoption/foster care
- a serious health condition of an employee's spouse, child or parent
- an employee's own serious health condition

***Campus human resource offices assist departments and employees regarding all family medical leave requests, communications and actions.***

**Faculty and university staff (formerly exempt professionals)** should contact their campus human resources office for assistance with family medical leave.

For **classified staff**, state personnel rules apply. Employees or departments should contact the human resources office on their campus for assistance with family medical leave. Please refer to [?Your Rights and Responsibilities under Family/Medical Leave \[1\]?](#) for state FMLA information.

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**Source URL:** <http://www.cu.edu/employee-services/business-partners-ppldr/business-partner-resources/employee-services-procedure-86>

**Links:**

[1]

<https://www.colorado.gov/pacific/sites/default/files/FMLA%20Your%20Rights%20and%20Responsibilities.pdf>