

12-Month Faculty and University Staff

CU FAMILI Eligible 12-Month Faculty and University Staff (System, UCCS, UCD, Anschutz)

CU FAMILI NICU Leave and CU Parental Leave

Example: Employee's infant is admitted to the NICU for 4 weeks*

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	NICU leave partial wage replacement	CU Paid Parental Leave
Weeks 5-6	FAMILI partial wage replacement	CU Paid Parental Leave
Weeks 7-16	FAMILI partial wage replacement	sick or vacation leave
Weeks 17-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Example: Employee's infant is admitted to the NICU for 12 or more weeks

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	NICU leave partial wage replacement	CU Paid Parental Leave
Weeks 7-12	NICU leave partial wage replacement	sick or vacation leave
Weeks 13-24	FAMILI partial wage replacement	sick or vacation leave
Weeks 25-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Example: Employee's infant is admitted to the NICU for 12 weeks and employee experiences pregnancy complications**

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	NICU leave partial wage replacement	CU Paid Parental Leave
Weeks 7-12	NICU leave partial wage replacement	sick or vacation leave
Weeks 13-28	FAMILI partial wage replacement	sick or vacation leave

* The amount of NICU leave granted will vary based on the infant's length of admittance in the NICU and/or PICU.

**FAMILI may be extended for up to an additional 4 weeks if the employee experiences complications during pregnancy or childbirth.

FAMILI: Family and Medical Leave Insurance

LWOP: Leave without Pay

NICU: Neonatal Intensive Care Unit

PICU: Pediatric Intensive Care Unit

CU FAMLI Eligible 12-Month Faculty and University Staff (Boulder)

CU FAMLI NICU Leave and CU Parental Leave

Example: Employee's infant is admitted to the NICU for 4 weeks*

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	NICU leave partial wage replacement	CU Paid Parental Leave
Weeks 5-10	CU Paid Parental Leave	N/A
Weeks 11-22	FAMLI partial wage replacement	sick or vacation leave
Weeks 23-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Example: Employee's infant is admitted to the NICU for 12 or more weeks

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement	sick or vacation leave
Weeks 13-18	CU Paid Parental Leave	N/A
Weeks 19-30	FAMLI partial wage replacement	sick or vacation leave

Example: Employee's infant is admitted to the NICU for 12 weeks and employee experiences pregnancy complications**

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement	sick or vacation leave
Weeks 13-18	CU Paid Parental Leave	N/A
Weeks 19-34	FAMLI partial wage replacement	sick or vacation leave

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FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

NICU: Neonatal Intensive Care Unit **PICU:** Pediatric Intensive Care Unit

Classified Staff

CU FAMILI Eligible Classified Staff (System, UCCS, UCD, Anschutz)

CU FAMILI NICU Leave and CU Parental Leave

Example: Employee's infant is admitted to the NICU for 4 weeks*

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	NICU leave partial wage replacement	PFML; CU Paid Parental Leave if PFML is exhausted
Weeks 5-6	FAMILI partial wage replacement	PFML; CU Paid Parental Leave if PFML is exhausted
Weeks 7-16	FAMILI partial wage replacement	sick or vacation leave
Weeks 17-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Example: Employee's infant is admitted to the NICU for 12 or more weeks

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	NICU leave partial wage replacement	PFML; CU Paid Parental Leave if PFML is exhausted
Weeks 7-12	NICU leave partial wage replacement	PFML/sick/vacation leave
Weeks 13-24	FAMILI partial wage replacement	sick or vacation leave
Weeks 25-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Example: Employee's infant is admitted to the NICU for 12 weeks and employee experiences pregnancy complications**

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	NICU leave partial wage replacement	PFML; CU Paid Parental Leave if PFML is exhausted
Weeks 7-12	NICU leave partial wage replacement	sick or vacation leave
Weeks 13-28	FAMILI partial wage replacement	sick or vacation leave

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PFML: Paid Family Medical Leave

CU FAMLI Eligible Classified Staff (Boulder)

CU FAMLI NICU Leave and CU Parental Leave

Example: Employee's infant is admitted to the NICU for 4 weeks*

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	NICU leave partial wage replacement	PFML, sick or vacation leave
Weeks 5-10	PFML (if available), CU Paid Parental Leave after PFML is exhausted	N/A
Weeks 11-22	FAMLI partial wage replacement	PFML, sick or vacation leave
Weeks 23-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Example: Employee's infant is admitted to the NICU for 12 or more weeks

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement	PFML, sick or vacation leave
Weeks 13-18	PFML (if available), CU Paid Parental Leave after PFML is exhausted	N/A
Weeks 19-30	FAMLI partial wage replacement	PFML, sick or vacation leave

Example: Employee's infant is admitted to the NICU for 12 weeks and employee experiences pregnancy complications**

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement	PFML, sick or vacation leave
Weeks 13-18	PFML (if available), CU Paid Parental Leave after PFML is exhausted	N/A
Weeks 19-34	FAMLI partial wage replacement	PFML, sick or vacation leave

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FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

NICU: Neonatal Intensive Care Unit **PICU:** Pediatric Intensive Care Unit

PFML: Paid Family Medical Leave

9-Month Faculty

CU FMLI Eligible 9-Month Faculty (System, UCCS, UCD, Anschutz)

CU FMLI NICU Leave and CU Parental Leave

Example: Employee's infant is admitted to the NICU for 4 weeks*

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	NICU leave partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50% of wages	sick leave
Weeks 5-16	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50% of wages	sick leave
Weeks 17-18	Faculty Paid Parental Leave up to 50% of wages	sick leave

Example: Employee's infant is admitted to the NICU for 12 or more weeks

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50% of wages	sick leave
Weeks 13-18	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50% of wages	sick leave
Weeks 19-24	FAMLI partial wage replacement	sick leave

Example: Employee's infant is admitted to the NICU for 12 weeks and employee experiences pregnancy complications**

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50% of wages	sick leave
Weeks 13-18	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50% of wages	sick leave
Weeks 13-28	FAMLI partial wage replacement	sick leave

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FAMLI: Family and Medical Leave Insurance

LWOP: Leave without Pay

NICU: Neonatal Intensive Care Unit

PICU: Pediatric Intensive Care Unit

CU FMLI Eligible 9-Month Faculty (Boulder)

CU FMLI NICU Leave and CU Parental Leave

Example: Employee's infant is admitted to the NICU for 4 weeks*

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	NICU leave partial wage replacement	sick leave
Weeks 5-10	UCB Paid Parental Leave	N/A
Weeks 11-24	FAMLI partial wage replacement	sick leave

Example: Employee's infant is admitted to the NICU for 12 or more weeks

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement	sick leave
Weeks 13-18	UCB Paid Parental Leave	N/A
Weeks 19-30	FAMLI partial wage replacement	sick leave

Example: Employee's infant is admitted to the NICU for 12 weeks and employee experiences pregnancy complications**

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement	sick leave
Weeks 13-18	UCB Paid Parental Leave	N/A
Weeks 19-34	FAMLI partial wage replacement	sick leave

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FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

NICU: Neonatal Intensive Care Unit **PICU:** Pediatric Intensive Care Unit

CU FAMLI Eligible 9-Month TTT Faculty (Boulder)

CU FAMLI NICU Leave and CU Parental Leave

Example: Employee's infant is admitted to the NICU for 4 weeks*

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	NICU leave partial wage replacement	sick leave
Weeks 5-22	UCB Faculty Paid Parental Leave	N/A

Example: Employee's infant is admitted to the NICU for 12 or more weeks

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	NICU leave partial wage replacement	sick leave
Weeks 13-30	UCB Faculty Paid Parental Leave	N/A

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