

## **FAMLI, FMLA and Parental Leave** <sup>[1]</sup>

The Employee Services Leave Team manages FMLA, FAMLI and Parental Leave for all CU employees. The leave team serves as a resource for employees who may require a leave of absence. There are many complex leave policies for employees to navigate, and we are here to support them through that process.

CU's Leave Program includes the following leave types:

- **FAMLI Leave:** FAMLI will provide all eligible employees a portion of their weekly salary for up to 12 weeks of leave to care for themselves or a family member, to bond with a new child, or to prepare for the military deployment of family members. An additional 4 weeks of leave may be granted to birthing parents who experience complications during childbirth or pregnancy.

Employees taking FAMLI may use other CU leave types to supplement FAMLI to achieve at or near full wages. This includes sick leave, vacation leave, and paid parental leave.

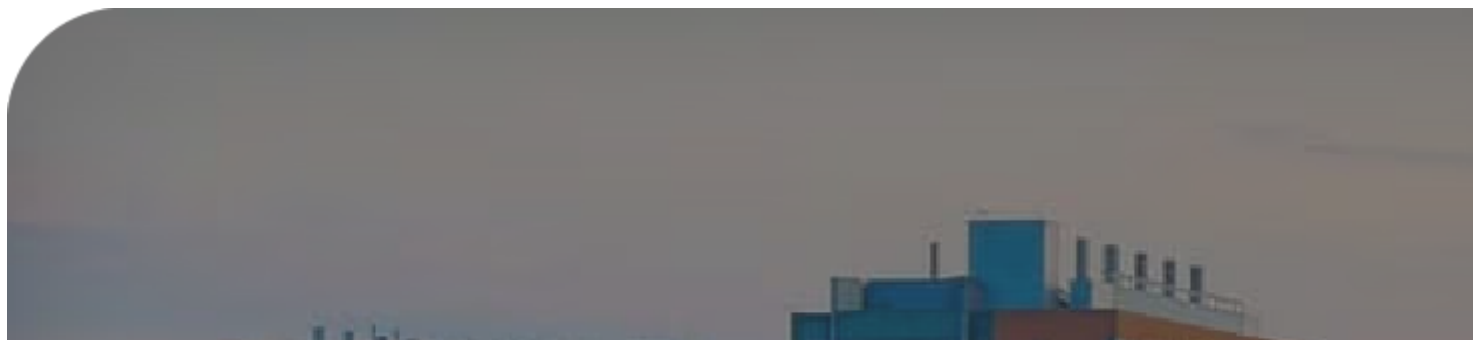
- **Family Medical Leave Act (FMLA):** FMLA will provide all eligible employees job-protected leave for up to 12 weeks to care for themselves or a family member, to bond with a new child, or to prepare for the military deployment of family members. 26 weeks of FMLA leave may be granted to care for a covered servicemember with a serious injury or illness.

Employees taking FMLA must use accrued sick or vacation leave during the duration of their absence. If the employee exhausts all accruals, they will be placed on an unpaid leave.

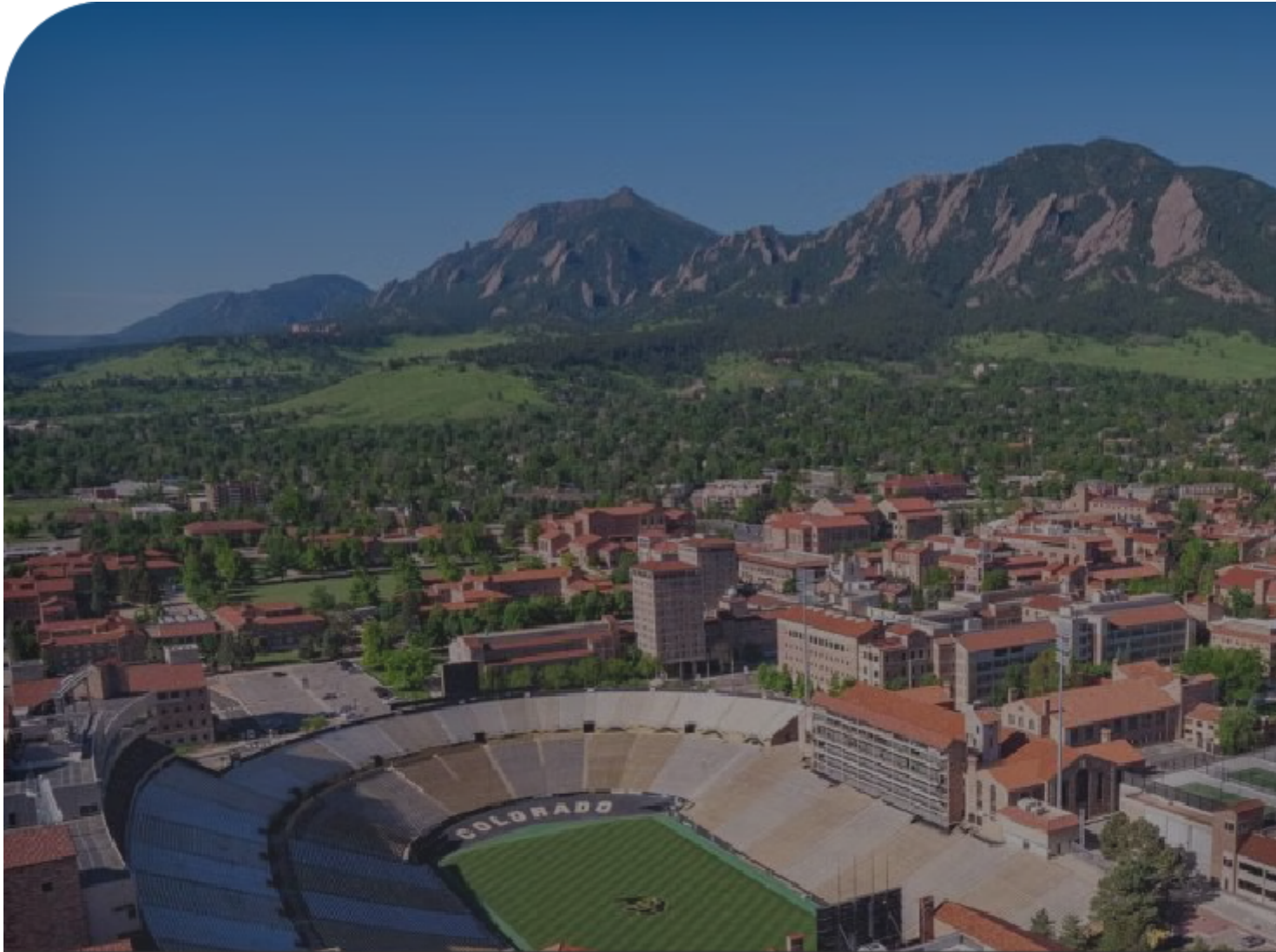
- **Parental Leave:** Parental Leave will provide eligible employees unpaid, job-protected bonding leave. The amount of leave available depends on employment type. Leave must be taken within 12 months of birth, guardianship, adoption or foster care placement.

Eligible employees will also receive paid parental leave. The amount of paid leave available depends on employment type and campus of employment. Employees taking Parental Leave must remain in a paid status during the FMLA portion of their leave period. If the employee exhausts all accruals, they will be placed on an unpaid leave.

Leave eligibility and entitlement amounts vary based on employment type and campus. Select your campus below for specific details related to your employment:



[2]



# CU Boulder



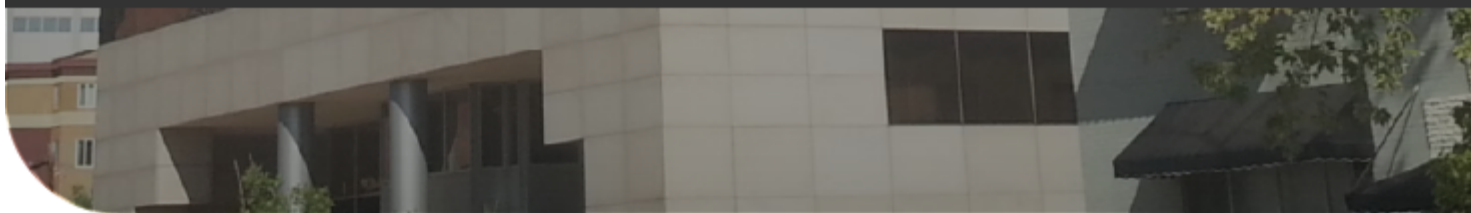
[3]



[4]



# CU System



[5]

**Groups audience:**

Employee Services

**Right Sidebar:**

ES: HR - Leave Team Webinars

ES: HR - Leave Team Contact

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**Source URL:**<https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave>

**Links**

[1] <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave>

[2] <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave/amc>

[3] <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave/cu-boulder>

[4] <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave/cu-denver>

[5] <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave/system>

[6] <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave/uccs>