



# FAMILY & MEDICAL LEAVE BENEFITS

## A UNION DOES MAKE A DIFFERENCE

Research by the Campus Faculty Association shows that unionized faculty fare better than non-unionized faculty when it comes to family and medical leave benefits. In particular, faculty unions at other research universities have won substantial gains over what we have at the University of Illinois right now.

### UIUC

#### PARENTAL LEAVE

**Paid:** The only paid parental leave available to faculty at UIUC is their cumulative sick leave, with administrative approval.

**Unpaid:** Faculty at UIUC can take up to twelve weeks of unpaid leave required by the federal Family and Medical Leave Act (FMLA).

#### SICK LEAVE

Faculty at UIUC accumulate a maximum of 12 sick days per year. Using one's sick days is the only way faculty at UIUC can draw paid parental leave.

#### MODIFIED DUTIES

Modified duties allows for a faculty member to be relieved of teaching duties without any reduction in salary, provided their department can find instructors to fulfil their teaching responsibilities. This is available "on request" and "by approval," and is not available to non-tenure track faculty. We can improve on this policy.

### UNIONIZED UNIVERSITIES

#### PARENTAL LEAVE

**Paid:** Faculty at the University of New Hampshire bargained twelve full weeks of paid parental leave. The California Faculty Association, representing Cal State faculty, grants 30 consecutive days for parental leave.

**Unpaid:** University of Delaware allows for unpaid leave separate from the 12 weeks stipulated in the FMLA. The Universities of Connecticut and Rhode Island allow 6 months, SUNY faculty 7 months, and the Universities of Vermont and Cincinnati grant up to one year. Many also have provisions for extensions.

#### SICK LEAVE

Universities of Rhode Island, Cincinnati and SUNY get a minimum of 15 days; all faculty at CUNY get 20 days per year, with an accumulated maximum of 300.

#### MODIFIED DUTIES

The University of Cincinnati offers the possibility of reduced responsibilities to faculty in tenured, tenure track and non-tenure track positions.

These are only a few examples of how faculty unions, bargaining on the terms and conditions of employment, have secured benefits for faculty who are balancing a new family with their work. Similar language related to elder care and domestic partner benefits can also be found in faculty contracts. These policies are uniform, transparent, and enforceable under the collective bargaining agreements.

*For more information on our research and to connect with the CFA:*

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