



## **FAMILY AND MEDICAL LEAVE ACT (FMLA) POLICY**

**Board Bylaw:**  
**Policy Number: 4.3110**  
**Subject Area: Personnel**  
**Adopted: 04/18/1996**  
**Revised: 04/22/2024**

Kaskaskia College may grant leave pursuant to the Family and Medical Leave Act for eligible employees for up to 12 weeks per year (52 consecutive weeks). For purposes of this policy, the family medical leave year will be the 12-month period measured forward from the first date the employee uses FMLA leave. FMLA also provides military caregiver leave for up to 26 weeks during a "single 12-month period" for the care of a covered service member with a serious injury or illness.

Approval History: Replaces Family and Medical Leave 2.311 Approved 04/18/1996; Revised 05/29/2012; Revised 04/2/2024