7.2.2 Family and Medical Leave

Formerly Known As Policy Number:
7.2.B
Stanford’s policy on Family and Medical Leave for lecturers, senior lecturers, and artists-in-residence follows the guidelines of the California Family Rights Act of 1991 (amended in 1993) and the federal Family and Medical Leave Act of 1993. This legislation provides for up to 12 weeks of unpaid leave in any 12 month period for certain family and medical reasons. Family or Medical Leave may be taken for the following reasons:

- to care for the lecturer’s spouse (including same-sex domestic partner), child, or parent who has a serious health condition;
- for a lecturer’s serious health condition (in this case the lecturer may be eligible for short-term or long-term disability payments);
- the birth of a child or the placement of a child with the lecturer for adoption or foster care.

A serious health condition is defined as any illness, injury, impairment, or physical or mental condition serious enough to involve hospitalization, in-patient care in a residential medical facility, or continuing treatment or supervision by a health care provider.

To be eligible for Family or Medical Leave, an individual must have been employed by Stanford (within the U. S.) for at least 12 months at 50% of full time or more. An individual is not eligible if he/she has used the maximum yearly leave provided by law.

When the need for family leave is foreseeable, requests for Family or Medical Leave should be made sufficiently in advance to allow the school or department to make replacement teaching and other arrangements.

During Family or Medical Leave, the University continues its contributions toward medical and dental group health plans. The lecturer continues to be responsible for paying his or her own premium. If additional leave is approved beyond the 12 weeks of Family or Medical Leave, the lecturer must pay the University’s portion of the monthly premium in addition to his or her own premium to ensure continuous insurance coverage. However, Family and Medical Leave does not extend the term of the current appointment.