



4.7.14 Parental Leave

Chapter 4 - General Personnel	Original Effective Date: November 2000
Section: 4.7 Work and Leave Administration	Date Last Reviewed: January 2003
Responsible Entity: Vice President and Chief Human Resources Officer	Date Last Revised: January 2003

I. Purpose

This policy provides for the administration of parental leave as permitted by law for UT Health San Antonio.

II. Scope

This policy applies to all UT Health San Antonio employees who are not eligible for Family and Medical Leave, specifically for the birth of a child, adoption or foster care placement.

III. Policy

A. General Policy

Parental leave is limited to, and begins on the date of, the birth of a natural child of the employee or the adoption by or foster care placement with the employee of a child younger than three years of age.

University employees who are not eligible for "Family and Medical Leave" may use parental leave.

An individual who has been employed for less than twelve (12) months by the state or who worked less than 1,250 hours during the twelve-month period immediately preceding the beginning of leave is eligible to take a leave of absence not to exceed twelve weeks. The employee must first use all available and appropriate vacation and sick leave while on parental leave. After the employee exhausts paid vacation and applicable sick leave, the remainder of the parental leave period is leave without pay.

Sick leave may be used in conjunction with parental leave when a child under the age of three (3) is adopted if the child is actually sick.

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B. Procedures

1. Employees must request parental leave in advance and in writing.
2. The supervisor has responsibility for approving any parental leave requests.
3. Employees must first use all available and applicable paid vacation and sick leave while taking parental leave, and the remainder of the leave is unpaid.
4. If the employee is placed on leave without pay, the employee must contact the Human Resources to make arrangements for the payment of insurance premiums while on leave.
5. Employees should show the time away from work as "Other" and provide an explanation on time reports and records.

IV. Definitions

There are no defined terms used in this Policy.

V. Related References

There are no related documents associated with this Policy.

VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
11/2000	Policy Origination		
01/2003	Policy Revision		