



purpose

- C. any period of incapacity or treatment for such incapacity due to a chronic serious health condition that requires periodic visits for treatment by a health care provider (at least two (2) visits per year), continues over an extended period of time, and may cause episodic incapacity.
- D. any period of incapacity due to pregnancy or prenatal care.
- E. any period of permanent or long-term incapacity due to a condition for which treatment may not be effective and requiring the continuing supervision of a health care provider.
- F. any period of absence to receive multiple treatments for:
  - (1) restorative surgery after an accident or injury; or
  - (2) an injury or condition which would re

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When an employee requests intermittent leave or reduced schedule leave, the University reserves the right to transfer the employee temporarily to an alternative position which better accommodates recurring periods of absence. The position to which the employee is transferred will be equivalent in pay and benefits to the one that the employee held prior to the transfer.

**Status of Benefits While on Leave**

While an employee is on medical or family leave pursuant to this Policy, he/she will continue to be covered under the University



## **Key Employees**

Under certain circumstances the University may deny job restoration to key employees. A key employee is a salaried employee eligible to take leave under this Policy who is among the highest paid ten percent (10%)

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