

BOARD POLICY

Southwestern Oregon Community College

BP: 7060

LEAVES WITHOUT PAY

Family Medical Leave (Federal and State)

Family medical leaves will be granted for those employees meeting the qualifying guidelines of the Federal Family and Medical Leave Act and the Oregon Family Leave Act. Leaves will be administered in conformance with those acts.

Domestic Violence/Sexual Assault/Stalking Leave

Domestic Violence/Sexual Assault/Stalking leaves will be granted for those employees meeting the qualifying guidelines as set forth in applicable laws and employer policies and will be administered in conformance with such laws.

Military Leave

Military leave will be granted for those employees meeting the qualifying guidelines as set forth in applicable state and federal laws and will be administered in conformance with such laws.

Other Leaves Without Pay

A leave of absence without pay may be granted, if the College deems such leave to be in the best interest of the College.

The terms and conditions of a leave of absence without pay request shall be submitted in writing in advance to Human Resources with approval needed by the President.

Bargaining Unit Employees

Leaves of absence for employees subject to collective bargaining agreements shall be governed by the respective agreements; failing such provisions, administrative policies and procedures shall apply.

END OF POLICY

Legal Reference(s):

ORS 332.507

ORS 342.545

ORS 659A.150-659A.186

ORS 659A.270-659A.285

ORS 659A.885

OAR 839-009-0200 to 0320

Family Medical Leave Act of 1993, 29 U.S.C. (need updated info on this since it changed in 2009)

National Defense Authorization Act of 2008, Public Law 110-181, Section 585(a)

Administrative Policies and Procedures:

6.3.006

6.3.016

Southwestern is an equal opportunity educator and employer.

6.3.028 *(retired on 01/09/13)*

6.3.040 *(retired on 01/09/13)*

FMLA/OFLA Information and Policy Statement