

Did You Know

Medical Maternity, Parental Leave and Family Medical Leave Act

Utah Valley University (UVU) offers full-time, benefits-eligible employees who give birth and provide medical certification, six (6) weeks of continuous paid medical maternity leave due to the medical necessity of recovering from childbirth.

Full-time, benefits-eligible employees are also eligible for ten (10) days of paid parental leave upon the birth or adoption of a new child (also known as maternity leave, paternity leave, or birth leave). New parents, of any gender, are eligible for paid parental leave, which can be used in any approved increments within six months of the birth or adoption of a new child.

In accordance with the Family Medical Leave Act (FMLA), UVU provides eligible* employees up to twelve (12) weeks of unpaid job and benefit protected leave. At UVU, unpaid FMLA protected parental leave runs simultaneously with the use of other paid accrued leave (Medical Maternity, Parental, Sick, Vacation, and Personal Leave). Through the joint use of FMLA and accrued paid leave, UVU employees are provided the possibility of continued income while caring for and bonding with a new child. FMLA leave must be approved through Human Resources.

For more information regarding Medical Maternity, Parental Leave, or FMLA, please visit the HR Benefits Service Center in myUVU, contact the HR Service Center at 801-863-8207, or Cameron Evans directly at 801-863-8389 or Cameron.Evans@uvu.edu.

*To be FMLA eligible, an employee must have worked for the University for at least one year, and have at least 1,250 worked hours during the 12-month period immediately preceding the leave.