

FAMILY CARE AND MEDICAL LEAVE

All Parish, School and Chancery employees of the Diocese of Oakland are eligible for Family Leave based upon the provisions of the Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act of 1993 (CFRA).

Family Leave entitles an employee of the Diocese of Oakland up to 12 workweeks of unpaid leave in a 12-month period. This time can be combined with paid sick or vacation time and can be used for any of the following reasons:

- For the birth of the employee's child and/or to care for the child after birth
- For the placement with the employee of a child for adoption or foster care
- To care for the employee's child, parent or spouse with a serious health condition
- For the employee's own serious health condition that makes the employee unable to perform the essential functions of the employee's job.
- Because of any qualifying exigency arising out of the fact that the spouse, son, daughter, or parent of the employee is on active military duty, or has been notified of an impending call to active duty status, in support of a contingency operation.
- To care for the employee's child, spouse, parent or next of kin if that person is a member of the Armed Forces of the United States and is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for an injury or illness incurred by the members in the line of duty on active duty in the Armed Forces and that may render the member medically unfit to perform the duties of the members office, grade, rank or rating.

There are specific forms that need to be provided to an employee when going out on Family Care or Medical Leave. These forms can be found in the HR for Parishes section under the FMLA subheading.

Please contact the department of Human Resources if you have any questions regarding FMLA or the integration of wages with State Disability Insurance (SDI).

For the complete policy on Family Care and Medical Leave please go to the Chancery/Parish Personnel Policy Handbook.