

Resolution Changing Handbook Language Regarding Parental Leave

Resolution of Handbook Policy

PRC

~~Second~~^{First} Reading

~~Oct 9~~^{Sept 11}, 2023

Faculty Senate

Ohio University

Whereas the Ohio University Faculty Handbook in section II.J contains outdated information regarding the nature of and eligibility for parental leave,

Therefore, be it resolved, that the first sentence of section II.J be changed to “Parental leave means any combination of paid and unpaid leave granted to a parent to nurture a newly born or adopted child.”,

Be it resolved, that section II.J.c shall be replaced with the text “Parental leave must be taken within the first 12 weeks following birth or adoption. Exception: If both parents are university employees, they may take parental leave concurrently or consecutively, and must take parental leave within 24 weeks of birth or adoption.”,

And, be it resolved, that section II.J.d shall be replaced with the text “Either or both parents are eligible.”

J. Parental Leave

~~Parental leave means unpaid leave granted to a parent to nurture a newly born or adopted child.~~ Parental leave means any combination of paid and unpaid leave granted to a parent to nurture a newly born or adopted child. A faculty member is entitled to parental leave if the following general conditions are met:

- a. The person seeking leave must give reasonable and adequate notice to the chair or director of his/her/their department. Wherever possible, notice that such leave is anticipated, with the approximate dates, should be given to the chair/director no less than three months prior to the expected starting date.
- b. The person taking leave is expected to cooperate with their department in working out arrangements, but the chair/director has no right to deny leave if the request is in accordance with the general conditions.
- c. Parental leave must be taken within the first 12 weeks following birth or adoption. Exception: If both parents are university employees, they may take parental leave concurrently or consecutively, and must take parental leave within 24 weeks of birth or adoption.~~In no case may the leave extend beyond three months from the date of the birth or adoption, not including leaves of absence under the Family Medical Leave Act.~~
- d. ~~Either parent is eligible. In case both parents are members of the faculty, both are eligible for leave, but not at the same time.~~ Either or both parents are eligible.
- e. Leave will be granted only after one year of continuous employment at Ohio University.

All relevant provisions of the Policy on Leaves of Absence ([Section II.1\(opens in a new window\)](#)) apply to parental leave. Attention is drawn to the following parts of [Section II.1.2\(opens in a new window\)](#):

(b) need of approval and right of appeal, (c) requests to be submitted, and approval granted, in writing, (f) obligation to return following leave, (g) possible loss of benefits and retirement credit. Agreement on alternative arrangements is not excluded by this policy.