Resolution to Modify Faculty Handbook Language Regarding Section II J - Parental Leave

Finance and Facilities (F&F) Committee

Ohio University

First Reading – April 1, 2024

Whereas, the Ohio University Faculty handbook’s section on parental leave (section II J) contains outdated information.

Therefore, be it resolved, that the Ohio University Faculty handbook’s section on parental leave (section II J) will be modified to read as follows:

J. Parental Leave

The Parental Leave Program allows eligible employees to take advantage of a total of 12 weeks (6 weeks paid and 6 weeks unpaid) of parental leave to nurture a newly born or adopted child (single or multiple children). A faculty member is entitled to parental leave if the following general conditions are met:

1. 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, and should be given to the chair/director no less than three months prior to the expected starting date.
2. 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.
3. Parental leave must be taken within 12 months following birth or adoption (single or multiple children).
4. Either or both parents are eligible to take parental leave concurrently or consecutively.
5. f) Eligible indivuals who only work for a specified portion of the calendar year will not be eligible for paid parental leave outside of the defined appointment period.
6. The university will pay for six weeks of parental leave at the employee's current salary rate. The other six weeks will be unpaid but can be covered by accrued vacation time and/or sick leave, if available and appropriate according to Ohio University guidelines.

All relevant provisions of the Policy on Leaves of Absence (Section II.I) apply to parental leave. Attention is drawn to the following parts of Section II.I.2:

(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.