



**FACULTY SENATE RESOLUTION
FSR 2015/2016-14**

I. RESOLUTION NAME

UCO Family Medical Leave Act Task Force

II. STATED RESOLUTION

Whereas, the Family Medical Leave Act of 1993 (FMLA) requires covered employers to provide employees job protection and unpaid leave for qualified medical and family reasons.

Whereas, qualified medical leave and family reasons include: personal or family illness, family military leave, pregnancy, and, adoption/foster care placement of a child.

Whereas, FMLA is intended to balance demands of the workplace with the needs of families.

Whereas, the United States Congress plainly stated “that it is important for the development of children and the family unit that fathers and mothers be able to participate in early childrearing... (and) the lack of employment policies to accommodate working parents can force individuals to choose between job security and parenting.”

Whereas, studies show that the specific implementation of work-family practices such as policy design, financing structures, coverage and eligibility rules, and benefit duration directly impact both parents and the viability and social adjustment of children over the long term.

Whereas, there are questions about the interpretative variability of the FMLA policy across campus; whether or not the policy is working for faculty and their families; how the policy compares to interpretations among UCO’s peer institutions, those American universities noted for best FMLA practices and universities in other countries; overall, the question is whether or not the fulfillment of the letter-of-the-law precludes implementation of the spirit in which the law was passed.

Therefore, the Faculty Senate creates a task force composed of the signatories below who will recruit other fulltime faculty representatives to examine UCO FMLA policies from a comparative perspective. The Director of the Office of Human Resources or a designate will advise the FS Taskforce as to the law and the implementation of FMLA at UCO.

Sponsored for Consideration on April 20, 2016:

Elizabeth S. Overman, Secretary-Treasurer
UCO Faculty Senate

Kristi Archuleta, UCO Faculty Senator