

*RSU #16* (Mechanic Falls, Minot, Poland)

*Policy Code: GBO*

*Adopted: August 2005*

*Revised: February 2012*

## **FAMILY CARE LEAVE**

This policy governs employee leave under 26 M.R.S.A. § 636, “An Act to Care for Families”), referred to in this policy as the “Family Care Act.” Leave under this policy is referred to as “Family Care Leave.”

The School Committee recognizes that under Maine’s “Family Care Act,” if an employer provides paid leave under the terms of a collective bargaining agreement or employment policy, the employer must allow an employee to use the paid leave for the care of an immediate family member who is ill.

In law and for the purpose of this policy, the following definitions apply:

1. “Employer” means a public or private employer with 25 or more employees.
2. “Immediate family member” means an employee’s child, spouse or parent.
3. “Paid leave” means time away from work by an employee for which the

employee receives

compensation. Paid leave is limited to sick time, vacation time, compensatory time and leave that is provided as an aggregate amount for use at the discretion of the employee for any of these

purposes. Paid leave does not include paid short-term or long-term disability, catastrophic leave or similar types of benefits.

Employees may take up to 40 hours of paid leave as Family Care Leave per rolling 12 month period, or the amount provided by an applicable collective bargaining agreement, whichever is greater.

The 12-month period shall be the same for all employees and shall be a rolling 12-month period measured backward from the date an employee uses any FMLA leave and shall be consistent with the 12-month period identified for the school unit’s administration of the Family Medical Leave Act (FMLA).]

An employee is not entitled to use paid leave until that leave has been earned.

Any employee electing to take Family Care Leave must apply such leave against available paid sick leave and if sick leave is exhausted, against personal leave, then against vacation time until all paid leave available has been exhausted, except as otherwise provided in applicable collective bargaining agreements.

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Notice/verification of illness for Family Care Leave shall be the same as that required for the employee's own illness. The employee must specify that leave is being taken pursuant to the Family Care Act.

**APPLICATION OF FAMILY MEDICAL LEAVE REQUIREMENTS**

For purposes of applying family medical leave requirements (i.e., FMLA), the school unit shall treat leave under the Family Care Act in the same manner as the employer treats leave for an employee illness. Therefore, Family Care leave and FMLA leave shall run concurrently.

**LEGAL REFERENCE:**

26 M.R.S.A. § 636

**SIGNATURE BLOCK:**

RSU #16 School Board

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Mary Ella Jones, Chair

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DATE

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Jack Wiseman, Vice Chair

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DATE

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Jennifer Boenig

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Terri Arsenault

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Joe Parent

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Melissa Hodgkin

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Yvette Murray

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Jeanne Manley

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Scott Sawyer

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Tina Love

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Ed Rabasco, Jr.

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Scott Tiner

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