



MONTCLAIR STATE
UNIVERSITY

University Senate

Recommendation on Donation of Paid Leave Time for FMLA Leave

May 13, 2020- Approved by the University Senate

The University Senate recommends that members of the Faculty, Professional Staff, Librarians, and Instructional/Clinical Specialists, be able to donate accrued paid sick leave or vacation time to a member of the Faculty, Professional Staff, Librarian, or an Instructional/Clinical Specialist, who has been approved by the Division of Human Resources to take leave under the provisions of the Family Medical Leave Act (FMLA) and/or the New Jersey Family Leave Act (FLA), but who does not not have sufficient accrued sick leave time, nor other paid leave, to cover the full amount of leave time to be taken.

Rationale

While the FMLA and FLA provide for leave that is necessary for families, these laws do not provide for the wages and salaries of those who take family leave. In particular, new parents may not have had sufficient time in their position at the University to have accrued the amount of paid leave necessary in order to maintain their income during leave taken to care for and bond with their child. The Recommendation provides a means to mitigate the financial stress of otherwise unpaid leave through an incremental expansion of the donated-paid-leave program already in place at Montclair State University.

This Recommendation is not intended to address any terms and conditions of work that are subject to collective bargaining, nor any constraints on University policies and procedures due to State or Federal laws and regulations.