

**Human Resources**

**BP 7347 FAMILY MEDICAL LEAVE**

**References:**

Government Code Sections 12940, 12945, 12945.1-12945.2 (California Family Rights Act), and 19702.3;  
Title 2 Sections 7291.2 et seq. and 7297 et seq.;;  
29 United States Code, Sections 2601-2654 (Family And Medical Leave Act of 1993);  
29 Code of Federal Regulations, Sections 825.100-825.800 (Family And Medical Leave Act of 1993)

In accordance with state and federal law, under certain conditions administrators or confidential/supervisory employees may be eligible for an unpaid leave of absence for up to 12 weeks for reasons related to family circumstances. Qualifying circumstances would include but not be limited to: serious health condition of the employee, or care of a child, spouse or parent with a serious health condition, or birth or adoption of a child.

Administrators or confidential/supervisory employees who qualify for District-provided health care benefits shall continue to receive District-provided health care benefits while under family leave.

Use of family medical leave for a qualifying circumstance including the worker's own serious illness runs concurrently with other paid and unpaid medical leaves granted by the District.

---

**Date Adopted:**

*(This new policy replaces current CLPCCD Policies 4048 and 4050.)*