

Policies and Regulations

NEPN Code: GCCAC/STI

Personnel

Family and Medical Leave

Southeast Technical College, in compliance with the Family and Medical Leave Act of 1993 (FMLA), will provide up to twelve (12) weeks of unpaid family/medical leave to employees eligible for such leave. Southeast Tech will comply with the provisions of the FMLA and any provisions contained within the Southeast Tech Employee Handbook which exceed any right or benefits contained in the FMLA. FMLA approved leave shall occur concurrently with any/all applicable paid leave pursuant to the set FMLA regulation and the Southeast Tech Employee Handbook.

Southeast Tech will not interfere with, restrain, or deny the exercise of any right provided by the FMLA and will not discharge or discriminate against any employee for opposing any practice made unlawful by the FMLA or for involvement in any proceeding under or related to the FMLA.

Southeast Tech provides the standard benefit plan options of the Sioux Falls School District 49- 5. FMLA is published by the Sioux Falls School District as a standard benefit plan and is distributed to all employees, any reference to collective bargaining terminology would be disregarded for Southeast Tech employees.

Employees may file a complaint with the U.S. Department of Labor or may bring a private action to enforce the employee's rights under the FMLA.

Legal Reference:

The Family and Medical Leave Act of 1993

Public Law 103-3 Enacted February 5, 1993

National Defense Authorization Act for Fiscal Year 2008; Section 585(c)

National Defense Authorization Act for Fiscal Year 2010 Section 565

| Policy | | Board Action | (formerly 4155) |
|-----------|----------|--------------|-----------------|
| Adopted: | 09-27-93 | 27432.3f | |
| Reviewed: | 01-24-05 | 34011 | |
| Amended: | 01-11-10 | 35589 | |
| Amended: | 08-08-11 | 36136 | |
| Amended: | 08-05-15 | | |
| Reviewed: | 09-06-17 | ST00239 | |