



Minnesota Judicial Branch Policy

Policy Source: Judicial Council
Policy Number: 321
Category: Human Resources
Title: Family and Medical Leave Act Policy
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Supersedes: Minnesota State Court System Policy on Family and Medical Leave Act

I. POLICY STATEMENT

It is the policy of the Minnesota Judicial Branch to provide eligible employees with leaves of absence to attend to family and medical needs. The Judicial Branch intends at all times to comply with federal and state laws regarding family and medical leaves. The Judicial Branch will comply with the Federal Family and Medical Leave Act of 1993 (as amended).

The Judicial Branch will provide eligible employees with up to twelve (12) weeks of unpaid leave during a state fiscal year (July 1 to June 30) where an employee seeks leave for the following reasons:

- The birth, adoption or foster care placement of a child;
- To care for a child, spouse or parent who has a serious health condition;
- For an employee's own serious health condition;
- When a family member is called up to or on active military service.

The Judicial Branch will provide eligible employees with up to twenty-six (26) weeks of unpaid leave during a state fiscal year (July 1 to June 30) for an employee caring for a family member recovering from an illness or injury suffered while on active military duty.

Administration of the Family Medical Leave Act shall be in accordance with accompanying Minnesota State Court Administration Procedure 321(a): Family and Medical Leave of Absence Procedure.

II. IMPLEMENTATION AUTHORITY

Implementation of this policy shall be the responsibility of the State Court Administrator, acting as the Judicial Council's agent.

III. EXECUTIVE LIMITATIONS

None