

University of Rochester
Request for University Leave of Absence and Extension of Leave Form
Employee Completion

Name: _____ Today's Date: _____
Empl ID #: _____ UR Hire Date: _____ Dept. Name: _____
Home Address: _____ City: _____ Zip Code: _____
Home Phone: _____ Job Title: _____ Work Phone: _____
Date leave will begin: _____ Expected date of return: _____
Reason for Leave: _____ Community Service _____ Education _____ Care of Dependent/Elder
Other: _____
HR Business Partner signature required if "Other" is selected: _____

Medical, dental and life insurance benefits will be continued during the Leave of Absence subject to payment of your portion of any premiums unless you authorize cancellation of such coverage. Vacation accruals (up to the maximum entitlement) will be paid out. Vacation does not accrue during the leave. Upon return to work, the employee will be placed in the same or comparable position.

I have read and understand the directions and general conditions of taking a leave. If my request is approved, I agree to comply with all requirements. Further, I will contact the Benefits Office, 275-2084, regarding continuation of benefits.

Employee Signature: _____ Date: _____

Supervisor/Department Head Completion

Please confirm that the employee meets the following eligibility requirements:

Does the employee have two (2) years or more of service? Yes No

If the employee previously had a University Leave (excluding Workers' Compensation, Sick Leave Disability and FMLA) has he/she had two years of continuous service between leaves? Yes No

If you have answered 'No' to either of these questions the Request for Leave will be denied and there is no need to submit this form. You should inform the employee and state the reason why. You may consider providing the employee with an Unpaid Departmental Leave of Absence (up to 30 work days, but not to exceed six weeks) which is handled by your department. The absence should be reported in Time & Labor using Vacation and PTO (if applicable) until exhausted. Any remaining time will be at no pay.

NOTE: If the reason for a leave is to care for the employee's spouse, child or parent because of a serious medical condition or a serious medical condition for him/her, the employee may be eligible for Paid Family Leave and/or FMLA. Information on these programs can be found by visiting the Leave Administration website at <http://www.rochester.edu/leave>.

Extension of Leave

A University Leave of Absence granted for less than 12 months may be extended up to a maximum of 12 months with department approval.

Date original leave began: _____ Expected date of return: _____

Reason for extension: _____

Supervisor Name: _____ Box #: _____ Phone: _____

I have reviewed the eligibility criteria and have approved/denied the leave.

Supervisor Name (Print): _____ Supervisor Signature: _____

Supervisor ID #: _____ Phone: _____ Date: _____

Please print a hard copy for the employee and supervisor to sign and forward to the Leave Administration Office at P.O. Box 278955 for final review.