

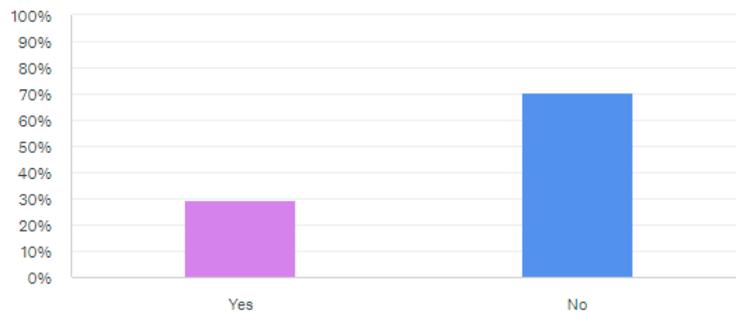


Caregiver Leave

August 8th, 2023

Total Participants: 139 participants in Missouri, Illinois, Indiana Florida Areas

1. Do you provide caregiver leave?



Answer Choices	Responses	
Yes	29.50%	41
No	70.50%	98
Answered		139
Skipped		0

2. If so, what is your policy?

- 12 weeks paid for maternity leave; 2 weeks paid for paternity leave.
- An eligible employee is entitled to up to 12 weeks of unpaid FMLA leave in a 12-month period for reasons 1-5 above. An eligible employee may take up to 26 weeks of unpaid FMLA leave during a single 12-month period to care for an injured or ill service member ("Caregiver Leave"). Caregiver Leave, when combined with other FMLA qualifying leave, may not exceed 26 weeks in a single 12-month period. Caregiver Leave: For purposes of Caregiver Leave, next of kin is the

nearest blood relative, other than the covered service member's spouse, parent, son, or daughter, in the following order of priority:

- 1. Blood relatives who have been granted legal custody of the service member by court
- decree or statutory provisions.
- 2. Brothers and sisters.
- 3. Grandparents.
- 4. Aunts and uncles.
- 5. First cousins.

If the covered service member has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of Caregiver Leave, that family member will be deemed next of kin. In such circumstances, only that designated next of kin may take FMLA leave to care for the covered service member. When a covered service member does not make such a designation, and there are multiple family members with the same level or relationship to the covered service member, all such family members shall be considered the covered service member's next of kin. The Company will require an employee to provide reasonable documentation of the family relationship.

- Caregiver leave would fall under FMLA and using sick time for any event.
- consistent with FMLA
- Eligible employees may take up to 12 weeks of family leave in a 12 month period. The employee must first use all of his/her earned PTO. The remainder of the leave period will consist of unpaid leave. Eligibility:
 - Must have been employed for at least 12 months and worked at least 1,250 hours.
- Employee would have to apply for FMLA but would not be paid for leave.
- Employees are able to take PTO or FMLA, if they qualify.
- Employees can use FMLA or if they don't qualify we offer a leave of absence policy.
- Employees may use accumulated sick time, personal days, or other paid leave as long as they have it. Then employees may take time off without pay up to a total of 12 weeks per calendar year with appropriate documentation.
- Falls under FMLA.
- Falls under FMLA; if not eligible, then offer up to 4 weeks personal leave without pay
- Falls under our FMLA or our discretionary LOA
- FMLA
- FMLA
- FMLA
- FMLA

- FMLA for Family members, can use unused sick time, PTO or unpaid time after approval.
- FMLA if it is a qualifying event.
- FMLA rules
- Follow FMLA requirements. Not paid.
- It falls under our FMLA policy, allowed 12 weeks in a rolling 12 month period.
- Military Caregiver
- Military caregiver leave in conjunction with FMLA
- Must be covered by FMLA or a personal leave of absence
- n/a--but would be interested to hear what others' policy is
- No designated leave. Employees may leave their sick leave, if needed. We provide 56 hours per year in sick leave in addition to other time off such as vacation, jury duty, and bereavement.
- only FML, not separate policy other than bereavement.
- Only what is allowed with FMLA
- Sick leave may be used to care for a family member.
- The employee has to apply through FMLA and provide a doctor's certification that their presence is required at home to care for their immediate family member for up to 12 weeks. The employee must use available PTO during this time and then time without pay.
- The only thing we offer is FMLA if the person meets the federal guidelines of eligibility.
- Under FMLA
- Under FMLA. As well as what is required by IL State law.
- Unpaid, FML eligibility is used. If not FMLA eligible we will offer a personal LOA for a defined period of time if needed.
- Up to 12 weeks FMLA
- Up to 12 weeks paid leave for parental leave (birth or adoption of child up to age 17). Amount of leave received is based upon the number of months of service completed as of birth/adoption.
- We are a small employer (17 employees), we do allow employees to take PTO to care of family members.
- We do not have caregiver leave specifically, but we allow for hybrid schedules, flex work days, and would allow a personal leave of absence for up to 30 days for those who need it.
- We follow FMLA guidelines for paid and unpaid time off. Employees can also take benefit time or personal leave to care for someone.
- We follow FMLA only.
- We follow FMLA requirements
- We follow FMLA. No stand alone policy.
- We follow the guidelines of the FMLA

- We have two weeks for fathers in our parental leave policy. No other formal leave policy besides FMLA etc.
- we use FMLA and we have a personal leave of absence if someone does not qualify for FMLA yet. PLOA must be here 90 days and can be 90 days of unpaid leave just like FMLA
- We would follow FMLA rules for caregiving for a spouse, parent or child.

Let us know the HR questions you would like surveyed by emailing your question to solutions.team@aaimea.org. It is a great way to benchmark your company with other area companies!