FMLA, TMLA and LOA are often used interchangeably, however, they refer to different programs/policies that typically overlap. Below are listed key aspects of each policy. For more complete information please refer to:


For questions concerning LOA, contact your Departmental HR Administrator

Human Resources Webpage: [https://hr.vanderbilt.edu/fmla/faculty.php](https://hr.vanderbilt.edu/fmla/faculty.php)

For questions concerning FMLA or TMLA you can also call the University HR Administrator at 615-343-4125.

About FMLA:
- Available to faculty members as employees of VU
- Up to 12 weeks of job-protected leave in a rolling 12-month period
- **Unpaid** leave
- Requirement for minimum length of service: employed by VU for at least 12 months
- Requirement for minimum service hours: at least 1,250 hours in the preceding 12 months from the FMLA start date
- Can be used for:
  - Employee’s own serious health condition
  - Birth of child, or care for newborn child
  - Placement of child for adoption or foster care
  - Care for an immediate family member with a serious health condition
  - Care for a family member who is a US service member or veteran
  - Deployment of a family member who is in the military
- The faculty’s home Department should track faculty members’ use of FMLA

About TMLA:
- Available to faculty member as an employee of VU
- Up to 4 months of job-protected leave for childbirth, pregnancy, placement of a child for adoption or foster care, and nursing an infant
- **Unpaid** leave
- Runs concurrently with FMLA
- Eligibility:
  - Must be a full-time employee
  - Must work at a job site in Tennessee
  - Must have worked for VU full time for at least 12 consecutive months

About Leaves of Absence (LOA): Parental Leave (paid benefit)
- Available for either parent, if eligible as a faculty member
- For full-time faculty
- No minimum requirement for length of service
- Available for childbirth or adoption of a minor
- **Continuous leave**
- Up to 6 weeks of paid leave, running concurrently with FMLA/TMLA
  - Under FMLA/TMLA, 12-16 total weeks of unpaid, job-protected leave are available.
  - However, Parental LOA allows for only 6 of those weeks to be paid leave under the School of Medicine parental leave policy
- Faculty members who use parental leave are expected to return to active status
- Approved through the same process as FMLA; requires medical certification from provider
- Additional leave is available in cases of medical incapacitation

3/2022