Parental Leave Options for Eligible Employees: UGA and SPIA

UGA Parental Leave Benefits

- As of July 1, 2021, UGA offers up to three (3) weeks of paid parental leave for eligible employees. Eligibility and conditions of this leave are available on the UGA HR website. (See: https://hr.uga.edu/employees/leave/paid_parental_leave/). Please note that UGA Paid Parental Leave benefits run concurrently with the Family Medical Leave Act (FMLA*).

For parental leave at SPIA, UGA Paid Parental Leave benefits must be utilized first before additional leave options are invoked. An exception is if an employee is receiving short term disability benefits.

The options described in the example below are not exhaustive; there are a range of ways to enable parental leave at UGA and at SPIA. Department heads and the dean’s office are ready to consult with SPIA employees at any time to explore solutions for specific situations.

As a hypothetical example for full-time teaching faculty: A faculty member has a four-course (per year) teaching load and develops a parental leave in consultation with their department head. The faculty member teaches two regular courses in the traditional classroom setting in semester 1. In semester 2, the faculty member takes intermittent paid parental leave from UGA for fifteen days (i.e., the UGA Paid Parental Leave benefit), and then some combination of the remaining days in the FMLA-approved leave, and/or intermittent sick leave, and/or undertakes departmental service duties (as determined by the department head) while at home (pending an approved teleworking agreement) to compensate for omitted teaching. In principle, this enables a faculty member to fulfill professional obligations while at home for a maximum of one full semester, depending on that faculty member’s sick leave allowance. This scenario could also include annual leave or disability, depending on the faculty member’s selected optional benefits.

*The Family Medical Leave Act affords 12 weeks of unpaid leave in a 12-month period (See “Rights and benefits of FMLA-eligible employees” of the UGA HR website.)