Kean University | Office of Human Resources

Leave of Absence Definitions

Policy and Procedures Manual

Leave Of Absence at Kean

Federal Family and Medical Leave Act (FMLA)	The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. Twelve work weeks of leave in a 12-month period for: The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work, to care for your spouse, or child or parent with a serious condition. FMLA Info Flyer
New Jersey Family Leave Act (NJFLA)	New Jersey Family Leave Act (NJFLA)generally entitles certain employees to take up to twelve weeks of family leave in a 24-month period without losing their job. To care for or bond with a child, to care for a family member who has a serious health condition. NJFLA Info Flyer
Leaves Pursuant to Collective Bargaining Agreements (CWA, IFPTE, AFT, NJSPBA, NJSOLEA, NJLESA)	Employees may be eligible for leaves of absence pursuant to the collective bargaining units that they are members of at the time that they request the leave. For further details, please refer to the contracts for the appropriate bargaining unit member.
Temporary Disability Insurance (TDI)	Temporary Disability (Wage Replacement) benefits can partially replace your wages when you have to stop working due to a physical or mental health condition or other disability unrelated to your work, including pregnancy / childbirth for a max of 26 weeks . TDI Info Flyer
Family Leave Insurance (FLI)	Family Leave Insurance (Wage Replacement) benefits can partially replace your wages when you have to stop working to care for a family member/loved one with a physical or mental health condition, bond with a new child, or matters related to domestic or sexual violence for a max of 12 consecutive weeks or split into periods. FLI Info Flyer