



CML Leaves Overview

Below are leaves available for eligible CML employees

- **Extended Non FMLA Medical Leave** provides up to 12 weeks of Extended Medical Leave for those employees who have exhausted their allotted FMLA leave. Also provides up to 12 weeks of Non FMLA Medical Leave for qualifying employees who are ineligible for regular FMLA.
- **Family Medical Leave (FMLA)** provides up to 12 weeks or 480 hours of job protected leave per year to eligible employees.
- **Military Leave** will be granted for employees in the service, consistent with the requirements of The Uniformed Services Employment and Reemployment Rights Act (USERRA), and any other applicable federal and state laws.
- **Paid Caregiver Leave** provides up to 6 weeks of paid leave for eligible employees caring for a covered family member with a serious medical condition, at 70% of the employee's regular rate of pay.
- **Paid Parental Leave** provides up to 6 weeks of paid leave for eligible employees for birth or adoption, or 3 weeks of paid leave for foster placement of a child, at 70% of the employee's regular rate of pay.
- **Unpaid Leave** provides unpaid leave as an allotment of time off to employees that do not accrue PTO and to allow for time off for employees who haven't been with us long enough to accrue adequate PTO to cover time away from work.

Columbus Metropolitan Library Employees: for additional leave information including applications and guides, please visit ADP MyHR Employee Resources <https://workforcenow.adp.com/theme/admin.html#/ResourcesTab/resources>