**Section 420.645 Family Leave**

This leave of absence shall be considered separate and apart from the Family and Medical Leave Act of 1993 (29 USC 2601 et seq.) leave and Family Military Leave Act [820 ILCS 151] leave. When FMLA does not apply or the employee does not qualify under FMLA, an employee may request a family leave for the adoption of a child or for parental reasons or other family emergencies. This leave can endure from one to 90 calendar days without pay and without deduction of continuous service. If requested and approved by the employing department, an additional 90 days will be allowed. However, the subsequent 90 to 180 calendar days will be deducted from continuous service. This leave may be utilized, if requested and with prior approval by the employing department and the Department of Personnel, for additional leave after a disability leave for maternity purposes. An employee who returns from a family leave shall have the rights set forth in Section 420.680.

(Source: Amended at 36 Ill. Reg. 12125, effective July 16, 2012)