

If you need to be absent from work to care for a spouse, child or parent for a continuous or intermittent period of time, then you have two leave benefit options available to you: **Family and Medical Leave (FML)** and **Family and Illness Leave (FIL)**. These leave programs are very similar, but there are some distinct differences that may make one leave benefit a better fit for your personal situation. Please see the side-by-side- comparison below and consult the Leave Administration Unit for assistance:

	Family and Medical Leave	Family Illness Leave
Leave Time Allotment	Up to 12 weeks (480 hours) for a 12 month time period.	Up to 52 weeks every 5 years.
Qualifying Event	FML can be used for an employee's serious medical condition, or to care for their child, spouse or parent with a serious medical condition.	FIL can <u>only</u> be used for the care of an employee's dependent child, spouse or parent with a serious medical condition.
Eligibility	Full-time or part-time, permanent or temporary, 9 month or 12 month contract, EPA or SPA employees that have one year of State service and 1040 hours worked at NCSU in the past 12 months (1250 hours worked in the past 12 months for temporary employees).	Full-time or part-time, permanent, EPA or SPA employees that have one year of State service and 1040 hours worked at NCSU in the past 12 months. (Note: temporary employees and 9 month faculty are not eligible for FIL)
Leave Tracking	Request can be continuous or intermittent. Continuous leave is tracked in daily increments. Intermittent leave is tracked in hourly increments.	Request can be continuous or intermittent. Continuous and intermittent leave is tracked in weekly increments. (Note: If an employee uses 1 hour or 40 hours in the scope of one calendar week, it counts as one week of FIL)
Accrued Leave	Employee continues to accrue leave while in a paid status. If paid for more than half the working days in the month, then the employee has earned the monthly accrual.	Employee continues to accrue leave while in a paid status. If paid for more than half the working days in the month, then the employee has earned the monthly accrual.
Pay	FML is an unpaid, job-protective leave of absence. Accrued leave can be used in conjunction with the FML to remain in a paid status. If an employee has exhausted their available accrued leave, they may be eligible for Voluntary Shared Leave.	FIL is an unpaid, job-protective leave of absence. Accrued leave can be used in conjunction with the FIL to remain in a paid status. If an employee has exhausted their available accrued leave, they may be eligible for Voluntary Shared Leave.
Benefits	While in a full pay leave status, an employee's benefits will not be affected. If an employee should go into an unpaid status for more than half the working days in the month, then the employee's medical insurance premium for the Basic and Standard plan will continue to be paid in full by the University. If an employee is in the Plus plan, then they must pay the additional monthly premium. Other elected benefit premiums will also need to be paid out of pocket directly to the University to continue coverage.	While in a full pay leave status, an employee's benefits will not be affected. If an employee should go into an unpaid status for more than half the working days in the month, then the employee must pay the full medical insurance premium monthly (including the portion normally paid by the University). Other elected benefit premiums will also need to be paid out of pocket directly to the University to continue coverage.