

**CRMC and SEIU Healthcare Minnesota
FMLA and Personal Leave
9/30/19**

Amend Article 11.B.

B. Family Medical Leave Act. Eligible employees will have access to the Medical Center's Family and Medical Leave Act (FMLA) policy (#HR-003) as it may exist from time to time.

Add New Paragraph 11.D. (and renumber remaining paragraphs)

D. Personal Leave Of Absence. Employees who have exhausted all available leaves may request up to 90 days of personal leave pursuant to the Medical Center's Personal Leave policy as it may exist from time to time. Leave will be granted at management's discretion and considerations may include: the current needs of the department and the ability to continue to temporarily fill the duties of the employee's position.

The Employer reserves the right to add to, amend, change or withdraw items from this proposal.