

NEWS TO USE

DUTCHESS BOCES Human Resources
Norah Merritt, *Executive Director*

DECEMBER 2016



What's Ahead...



Your online suite of tools to complement the WinCap Financial & HR Management System

Family Medical Leave Act

ELIGIBLE EMPLOYEES ▶

An eligible employee is one who:

- Works for a covered employer; Dutchess BOCES is a covered Employer
- Has worked for the employer for at least 12 months
- Has at least 1,250 hours of service for the employer during the 12-month period immediately preceding the leave.

LEAVE ENTITLEMENT ▶

Eligible employees may take up to 12 workweeks of leave in a 12-month period for one or more of the following reasons:

- The birth of a son or daughter or placement of a son or daughter with the employee for adoption or foster care;
- To care for a spouse, son, daughter, or parent who has a serious health condition;
- For a serious health condition that makes the employee unable to perform the essential functions of his or her job; or
- For any qualifying exigency arising out of the fact that a spouse, son, daughter, or parent is a military member on covered active duty or call to covered active duty status.

When an employee requests FMLA leave due to his or her own serious health condition or a covered family member's serious health condition, the employer may require certification in support of the leave from a health care provider.

For more information ▶

http://dcboces.org/sites/default/files/dcboces/Fact_Sheet_The_Family_and_Medical_leave_Act.pdf

or contact us in the Office of Human Resources:

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Human Resources

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Best Wishes

and

Happy
Holidays

from

the Office
of Human
Resources

DASA

DIGNITY FOR ALL STUDENTS ACT

The Dignity for All Students Act seeks to provide the state's students with a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying on school property, a school bus and/or at a school function.

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For more information: <http://www.dcboces.org/hr>