

MEMORANDUM

State of Alaska
Department of Administration
Division of Personnel & Labor Relations

To: Maritt Miller
Manager
Technical Services

Date: May 18, 2007

From: Dianne Kiesel
Director

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Subject: Emergency Leave in GGU Contract

Article 26.13 of the GGU contract provides "There is hereby created an Emergency Leave Bank for the use of employees as long as they qualify for FMLA or AFLA and whose personal or annual leave balance is less than seventy-five (75) hours."

There has been some confusion as to whether an employee must meet all the qualifying provisions of FMLA or AFLA (e.g. employment threshold and serious medical condition) to be eligible for Emergency Leave or if they must meet the serious medical condition provisions only. It is Labor Relations interpretation that only the serious medical condition provisions must be met. Therefore, a new employee with a qualifying serious medical condition may be eligible to utilize Emergency Leave, if otherwise eligible, who may not have met the employment threshold under FMLA or AFLA.

Please contact Kate Sheehan or Benthe Mertl-Posthumus if you have further questions.