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## Policy Information

**Policy Number:**

UHAP 8.04.02

**Responsible Unit:**

Human Resources

**Email:**

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## Policy

- Eligible employees are regular employees who have satisfactorily completed six months of continuous service, who are employed not less than 20 hours per week, and who have exhausted their accrued sick leave.
- Medical leave without pay may be granted for a period not to exceed six months to employees during their pregnancy and recuperation. Such employees may return to their former positions, or to comparable ones, without loss of seniority or rate of compensation.
- Medical leave is not required at any point in a term of pregnancy if the employee satisfactorily performs their duties and responsibilities.
- If a department head has reason to question the physical capacity of an employee, the department head may require a physician's statement certifying that the employee is physically able to perform their regular duties.

## Revision History\*

10/04/2023: Updated to reflect gender neutral language.

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**Source URL:**<https://policy.arizona.edu/employment-human-resources/medical-leave>

**Links**

[1] <mailto:hradmin@email.arizona.edu>