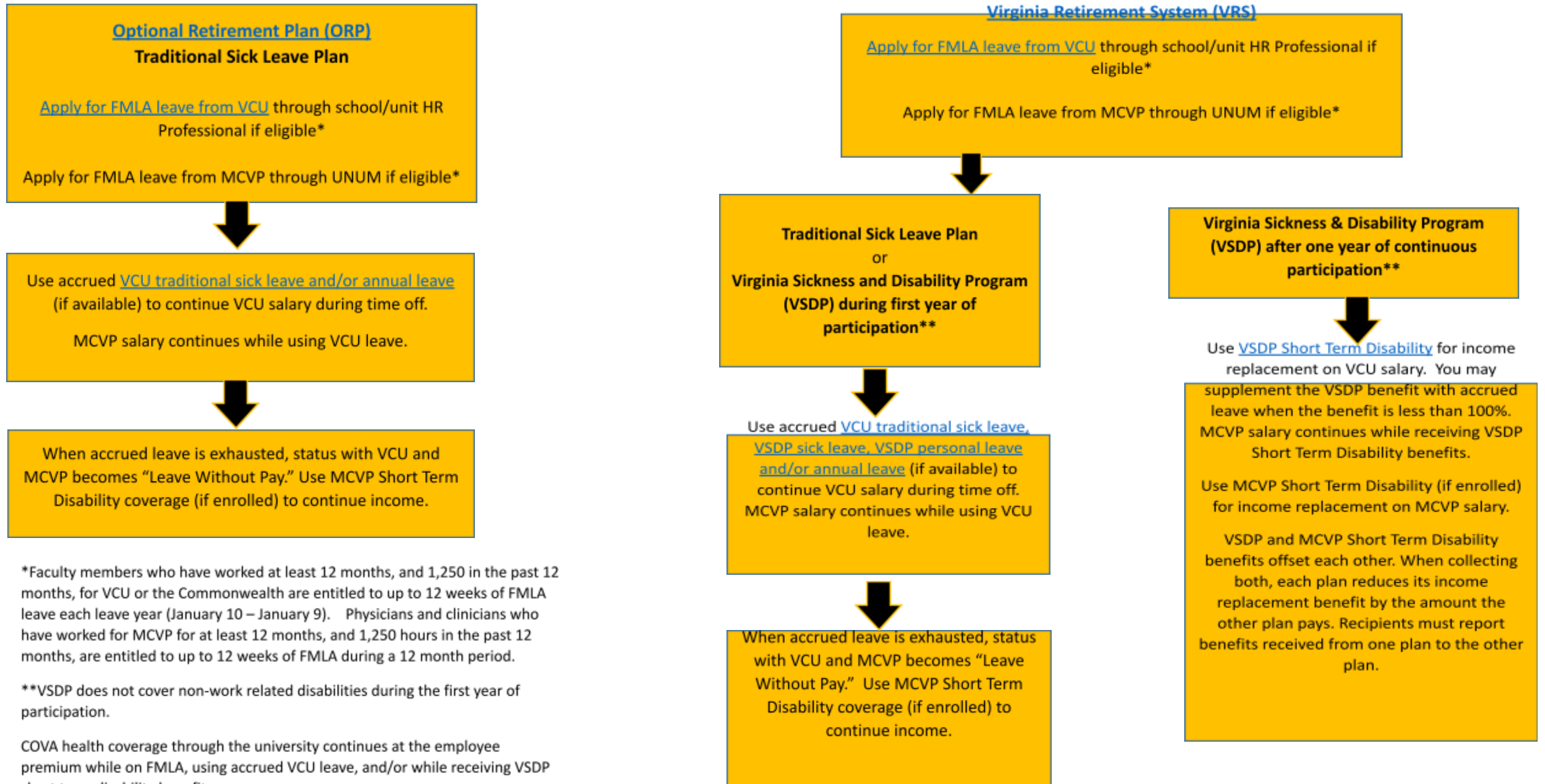


Parental and Medical Leave Process for Clinical Faculty Employed by VCU and MCV Physicians (MCVP)

Leave process is determined by your core retirement plan with VCU



*Faculty members who have worked at least 12 months, and 1,250 in the past 12 months, for VCU or the Commonwealth are entitled to up to 12 weeks of FMLA leave each leave year (January 10 – January 9). Physicians and clinicians who have worked for MCVP for at least 12 months, and 1,250 hours in the past 12 months, are entitled to up to 12 weeks of FMLA during a 12 month period.

**VSDP does not cover non-work related disabilities during the first year of participation.

COVA health coverage through the university continues at the employee premium while on FMLA, using accrued VCU leave, and/or while receiving VSDP short term disability benefits.