



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

POLICY: Family and Medical Leave Act (FMLA)
Number: 5.4.7

Responsibility: Human Resources
Last Updated: February 21, 2023
State Policy/Law: SBTCE Policy 8-3-103 Other Leave Types

Commission Chair

President

DISCLAIMER: PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

The Technical College of the Lowcountry adheres to the Family and Medical Leave Act (FMLA). The Family and Medical Leave Act of 1993 allows the College to grant eligible employees up to 12 weeks of unpaid leave or accrued paid leave in any calendar year running concurrently with sick leave. This leave is to be granted for certain family and medical reasons. Employees are eligible if they have worked for the College for at least one year or for 1,250 hours over the previous 12 months.

Procedures:

5.4.7.1 Family and Medical Leave Act (FMLA) (SBTCE 8-3-103.8)