

## Family Illness Leave UNC Health Care System

**Family Illness Leave (FIL)** is provided for an employee to care for their child, parent or spouse with a serious health condition once Family Medical Leave has been exhausted.

Please note that FIL may not be taken for an employee's own serious health condition, but only to care for an immediate family member.

CareWorks USA administers FIL for UNC Health Care System. Please contact CareWorks USA directly with any questions regarding FIL or to initiate a new leave under FIL.

**CareWorks USA**  
**1-888-436-9530**

### **Employee Eligibility:**

- FMLA has been exhausted,
- A full-time or part-time regular, probationary, trainee or time-limited appointment employee,
- 12 months total service with the State, and
- Been in pay status at least 1,040 hours during the 12 months preceding the requested date of leave.

### **Benefit Duration:**

- 52 weeks of FIL within a 5 year time period.
- The 5 year time period begins on the first date of FIL.

### **FIL Facts:**

- All FIL is unpaid, even if employee has PTO or Traditional leave available.
- FIL may be taken Continuously or Intermittently.
  - Intermittent FIL must be taken in at least 1 hour increments.
  - FIL taken intermittently, reduced schedule or any portion of a week will be counted as 1 full week of FIL.