System Regulation 31.03.04, Leave of Absence Without Pay, authorizes Chief Executive Officers (CEOs) to approve leaves of absence without pay for foreign service, military training and duty, work-related injuries, parental and family and medical leave. For parental and family and medical leave procedures, refer to System Regulation 31.03.05, Family and Medical Leave, and Texas A&M AgriLife Research (AgriLife Research) Procedure 31.03.05.A0.01, Family and Medical Leave.

PROCEDURES AND RESPONSIBILITIES

1.0 REQUEST PROCEDURES

All leaves of absence without pay will be requested on Workday.

2.0 APPROVALS

Department/unit heads may approve leaves of absence without pay for up to one year. Extensions may be requested in writing on a year-to-year basis subject to the Director or designee’s approval. Additional information which may clarify or have a bearing upon the proposed leave of absence may, at the requester’s option, be forwarded to the department/unit head.

3.0 INSURANCE BENEFITS

Employee insurance benefits while on a leave of absence without pay are discussed in System Regulation 31.02.02, Group Insurance Programs.

RELATED STATUTES, POLICIES, OR REQUIREMENTS

System Regulation 31.03.03, Leave of Absence With Pay
System Regulation 31.03.04, Leave of Absence Without Pay
System Regulation 31.02.02, Group Insurance Programs

CONTACT OFFICE

Questions regarding this procedure should be referred to AgriLife Human Resources at 979-845-2423.

REVISION HISTORY

Approved: September 29, 1998