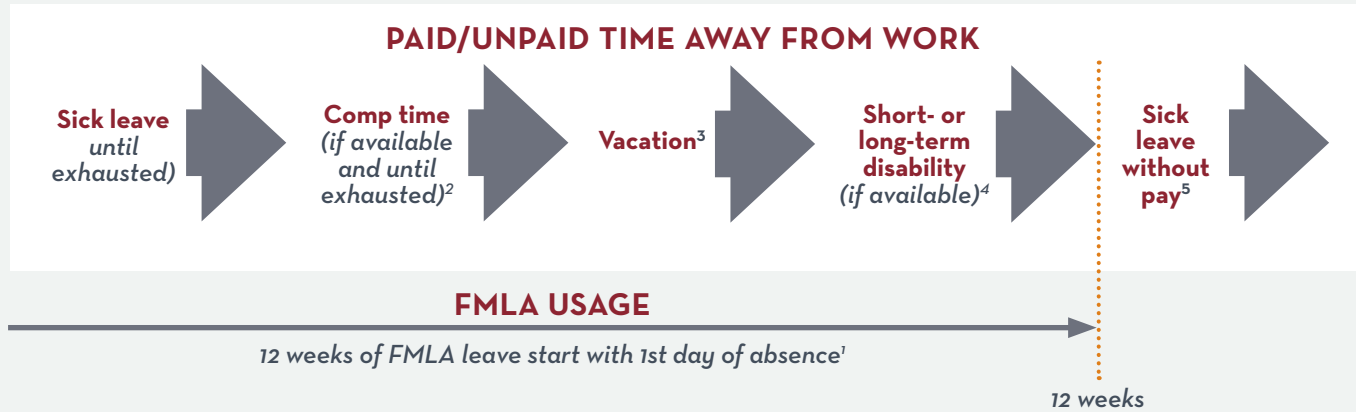


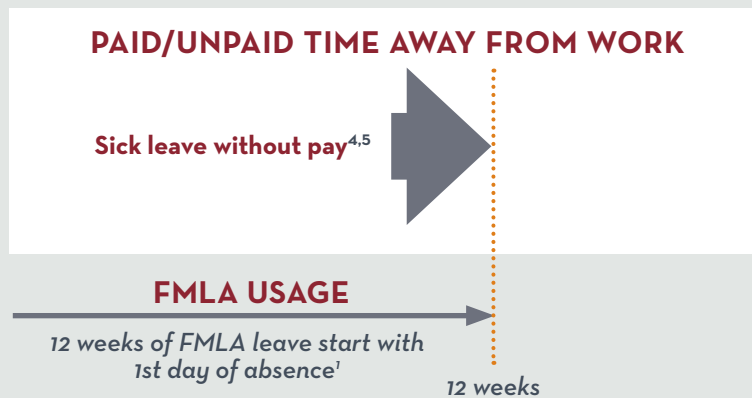


Examples of FMLA Use - Civil Service Employee's Serious Health Condition

EXAMPLE A: Employee qualifies for FML and is eligible for sick leave, comp time, and vacation.



EXAMPLE B: Employee holds less than a 50% appointment, qualifies for FML, but no longer accrues sick leave, vacation, or comp time.



NOTES

1. Consistent with unit practices, units may ask for supporting documentation to confirm the employee is medically unable to work, and noting restrictions, if any.
2. V-class Civil Service employees are not eligible for comp time.
3. Vacation accrual must be used down to an 80-hour balance if necessary. The employee also has the option to completely exhaust their vacation balance to provide pay during their FML.
4. Short-term or long-term disability benefits, if approved, may be available to the employee.
5. Sick leave without pay is available if needed depending on the length of the illness or condition.