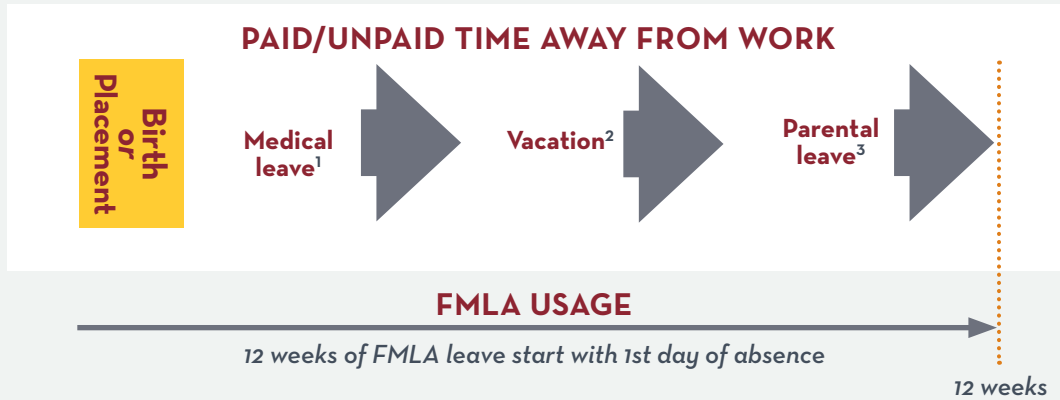


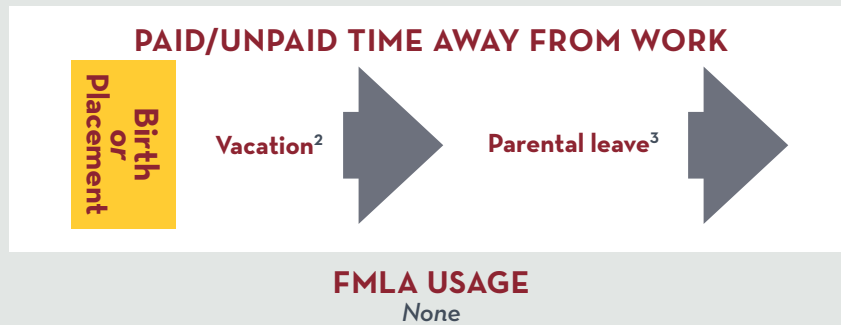


Examples of FMLA Use - Faculty and P&A Birth of a Child or Adoption (Non-Birth Parent)

EXAMPLE A: Non-birth parent requests time off for bonding with the child following the birth (including by surrogate) or for a newly placed adopted child, qualifies for FML, and is eligible for parental leave.



EXAMPLE B: Non-birth parent requests time off for bonding with the child following the birth or for a newly placed adopted child, does not qualify for FML, and is eligible for parental leave.



NOTES

1. See the University policy *Paid Medical Leave and Disability Benefits for Faculty and Academic Professional and Administrative Employees*.
2. Vacation accrual must be used down to an 80-hour balance if necessary. The employee has the option to completely exhaust their vacation balance to provide pay during their FML.
3. Parental leave may begin up to 13 weeks after the birth or placement. Once elected, parental leave supersedes the use of any other paid leave concurrent with FML. Whether the employee receives salary continuation or academic disability depends on whether the leave is to provide care for the birth parent or child or is for bonding and could extend beyond 10 days.