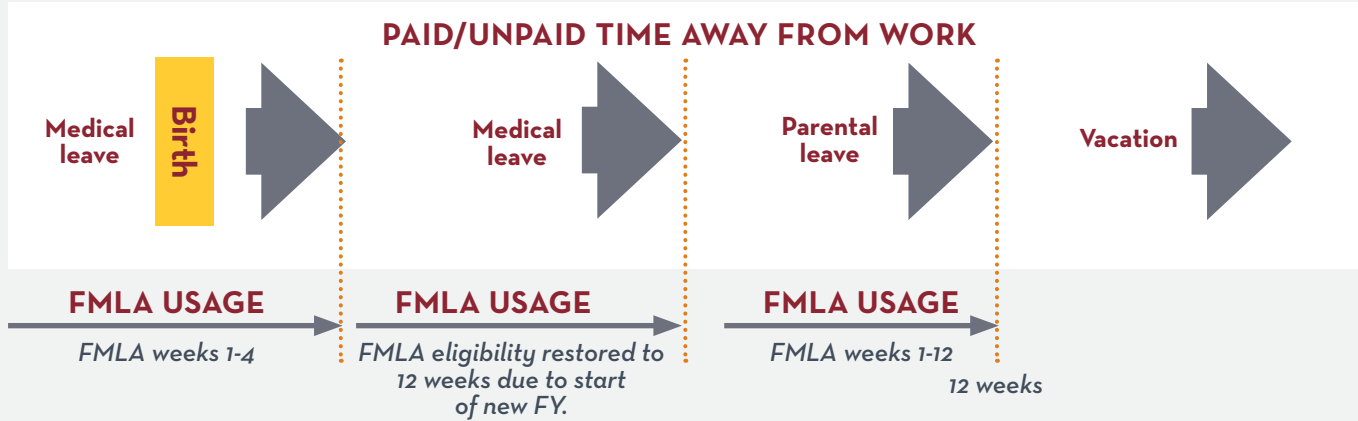




## FMLA Case Studies - Faculty and P&A

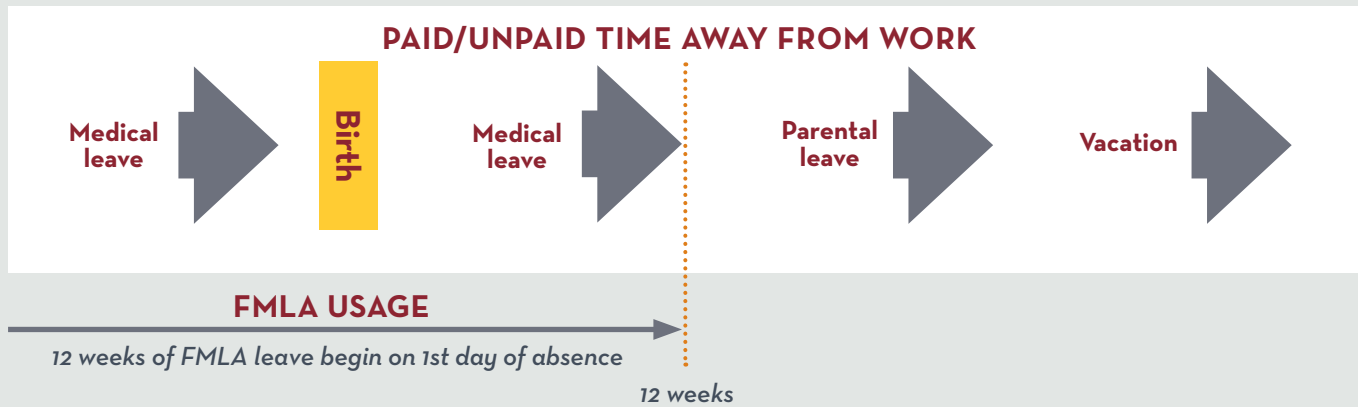
# Birth of a Child

**EXAMPLE A:** Birth parent is due June 10, via C-section, receives physician note to not work as of May 31, has a vacation balance of 60 hours, and wants to have as much leave as possible.



**Rationale:** Birth parent should be counseled to work with UNUM for approval of medical leave. Once medical leave is exhausted, the employee has the option to use vacation down to 10 days or parental leave, with the understanding that parental leave must begin no later than 13 weeks after the birth. The entire leave would be FML covered, as the employee's FML eligibility restarts at 12 weeks with the start of the new fiscal year July 1.

**EXAMPLE B:** Birth parent is due to give birth via C-section, receives physician note to not work immediately before the birth, has a vacation balance of 60 hours, and wants to have as much leave as possible.



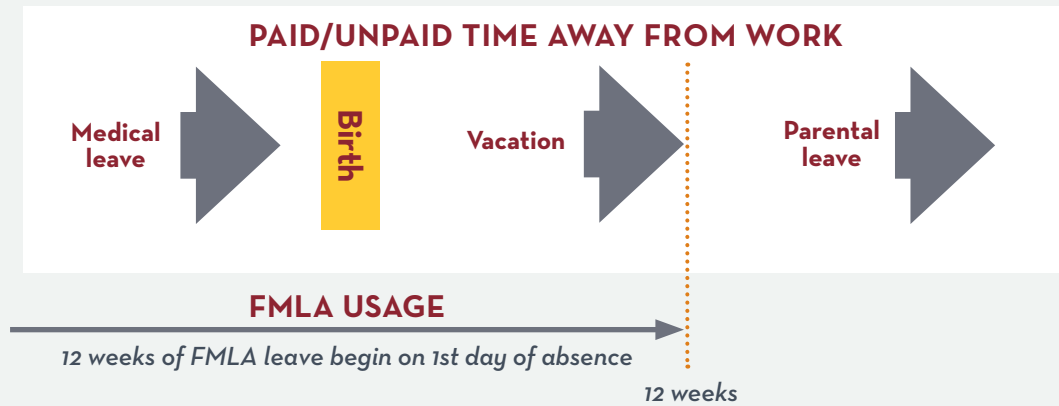
**Rationale:** Birth parent should be counseled to work with UNUM for approval of medical leave. Once medical leave is exhausted, the employee has the option to use vacation down to 10 days, or parental leave, with the understanding that parental leave must begin no later than 13 weeks post birth.



## FMLA Case Studies - Faculty and P&A

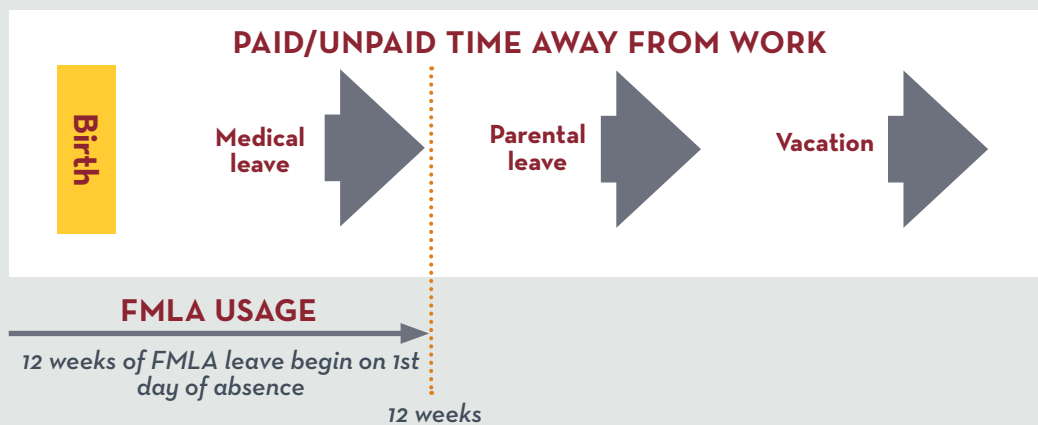
# Birth of a Child

**EXAMPLE C:** Birth parent has a vacation balance of 120 hours and has a standard birth with no complications.



**Rationale:** Birth parent should be counseled to work with UNUM for approval of medical leave. Once medical leave is exhausted, the employee has the option to use vacation down to 10 days or parental leave, with the understanding that parental leave must begin no later than 13 weeks after the birth. Employee's last 3 weeks will not be covered by FML, as the 12 weeks would be exhausted.

**EXAMPLE D:** Birth parent is due October 1, has a vacation balance of 20 hours, and anticipates a normal delivery. Baby is born early on August 10.

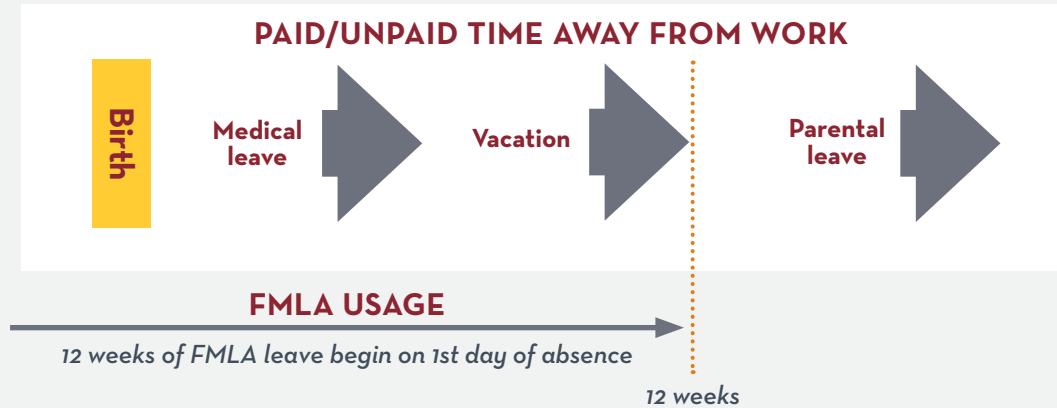


**Rationale:** Birth parent should be counseled to work with UNUM for approval of medical leave. Once medical leave is exhausted, the employee has the option to use vacation down to 10 days or parental leave, with the understanding that parental leave must begin no later than 13 weeks after birth. Note that any vacation time used in this example would come after FML ends.



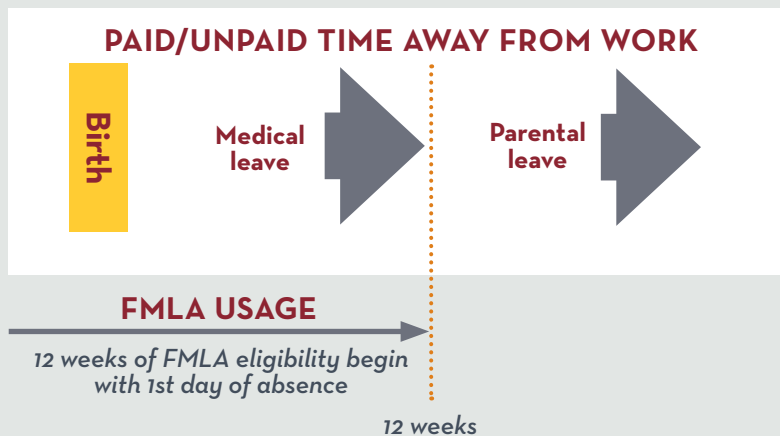
## FMLA Case Studies - Faculty and P&A Birth of a Child

**EXAMPLE E:** Non-birth parent has a child born via C-section on February 1.



**Rationale:** Non-birth parent should be counseled to work with UNUM for approval of medical leave. Once medical leave is exhausted, the employee has the option to use vacation down to 10 days or parental leave, with the understanding that parental leave must begin no later than 13 weeks after the birth.

**EXAMPLE F:** Birth parent has a 9 over 9 appointment, is starting their second year appointment and anticipates a standard birth on October 15, 2019, and wishes to be off as long as possible.



**Rationale:** Birth parent should be counseled to work with UNUM for approval of medical leave. Once medical leave is exhausted, the employee may use parental leave, with the understanding that parental leave must begin no later than 13 weeks after the birth.