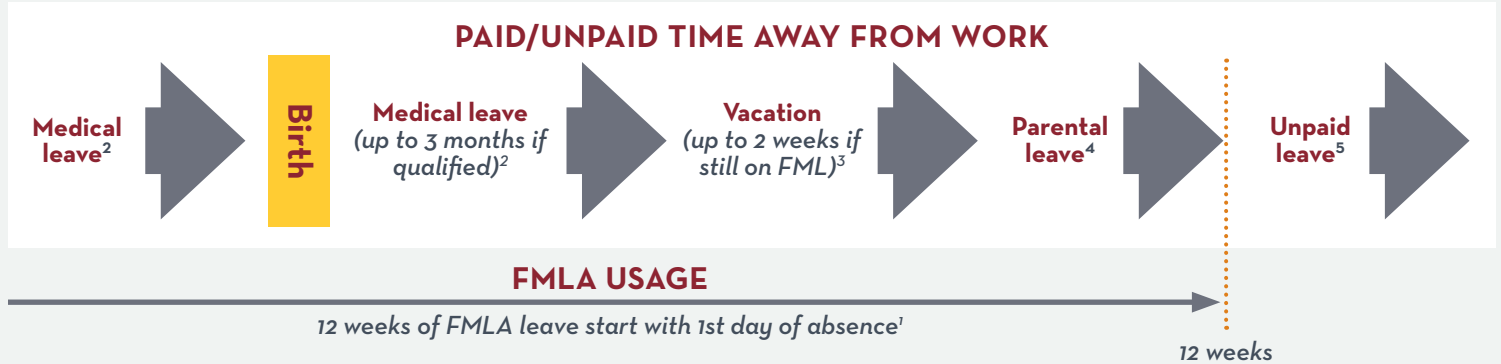


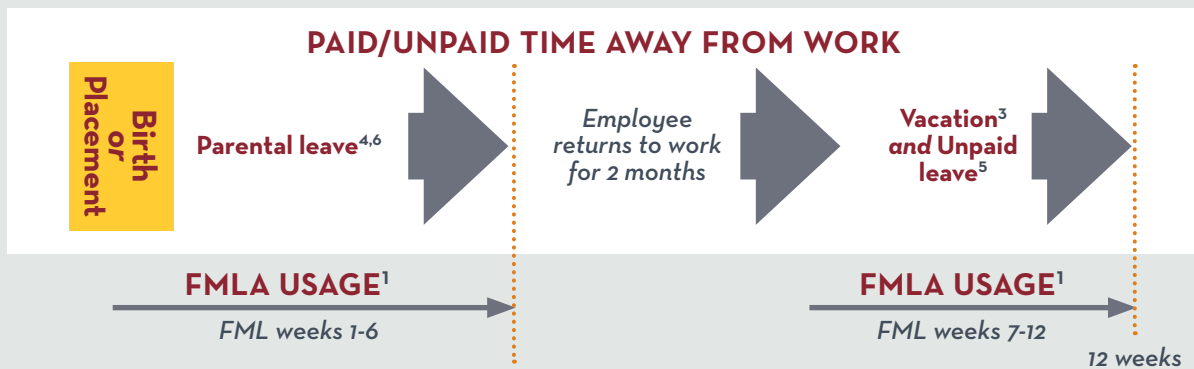


Examples of FMLA Use - Faculty and P&A Birth of a Child (Birth Parent)

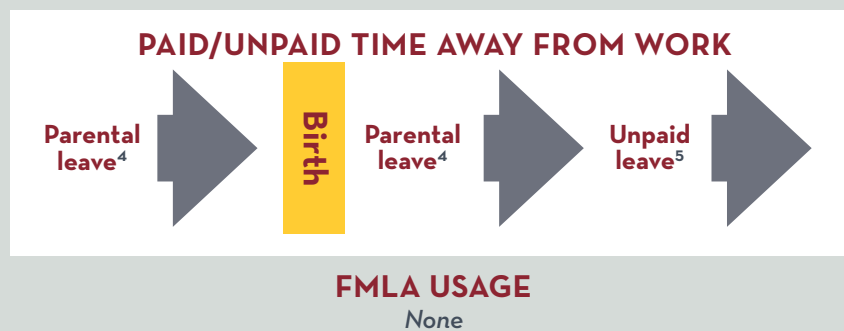
EXAMPLE A: Employee is medically unable to work before and after giving birth, qualifies for FML, is eligible for parental leave, and chooses not to return to work when medically able.



EXAMPLE B: Employee decides to split their FML.



EXAMPLE C: Employee with 50% to 66% appointment does not qualify for FML, is medically unable to work before and after giving birth, is eligible for parental leave, and chooses not to return to work when medically able.



NOTES

1. Consistent with unit practices, units may ask for supporting documentation to confirm that the employee is unable to work due to pregnancy or delivery.
2. See University policy "Paid Medical Leave and Disability Benefits for Faculty and Academic Professional and Administrative Employees."
3. 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.
4. Parental leave may begin up to 13 weeks after the birth. Once elected, parental leave supersedes the use of any other paid leave concurrently with FML.
5. May begin when the employee's FML leave entitlement ends, when the employee is not eligible for FML, or when parental leave, short-term sick leave, and vacation balance are exhausted after the employee is medically unable to return to work. Note: Must have prior approval. Unpaid leave is not automatic.
6. Given the employee's desire to split their use of FML, it would be best to advise the employee to use their parental leave for the first six weeks after the birth. Otherwise, parental leave would no longer be available to the employee when they resume their FML 14 weeks after the birth.