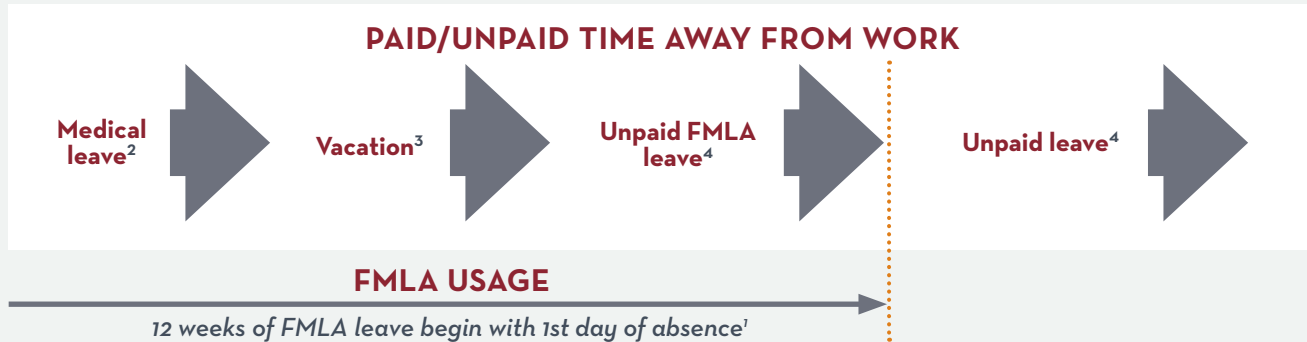


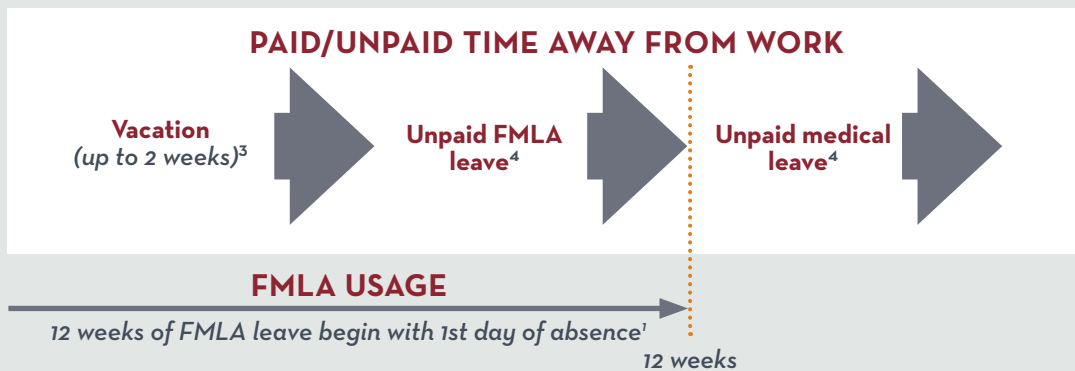


## Examples of FMLA Use - Faculty and P&A Employee's Serious Health Condition

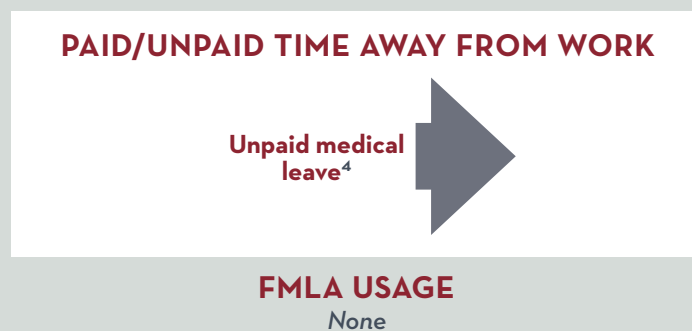
**EXAMPLE A:** Employee qualifies for FML and is benefits eligible.



**EXAMPLE B:** Employee holds less than a 67% appointment, qualifies for FML, is eligible for prorated vacation accrual, but is not eligible for medical leave.



**EXAMPLE C:** Employee has less than a 50% appointment, does not qualify for FML.



### 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. 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. May begin when the employee has remaining FML, and/or when their FML entitlement ends, provided they have prior approval. Unpaid leave is not automatic.