EXAMPLE A: Employee is medically unable to work prior to and after giving birth, qualifies for FMLA, is eligible for maternity leave, parental leave, and extended sick, and chooses not to return to work when medically able.

FMLA USAGE
Absences for an FMLA qualifying event will be counted toward the employee’s 12 weeks of eligibility under the FMLA from the beginning of the employee’s absence.
Use the FML time code from the start of the absence until eligibility under the FMLA is exhausted.

PAID/UNPAID TIME AWAY FROM WORK

<table>
<thead>
<tr>
<th>Ext. Sick → Short-Term Sick → Vacation → ETW/LOA</th>
<th>Maternity Leave</th>
<th>Ext. Sick → Short-Term Sick</th>
<th>Parental Leave</th>
<th>Vacation Balance</th>
<th>Unpaid FMLA Leave</th>
<th>Unpaid Child Care Leave of Absence</th>
</tr>
</thead>
</table>

EXAMPLE B: Employee is medically unable to work prior to and after giving birth, qualifies for FMLA, is eligible for maternity and parental leave, is not eligible for extended sick, and chooses not to return to work when medically able.

FMLA USAGE
Absences for an FMLA qualifying event will be counted toward the employee’s 12 weeks of eligibility under the FMLA from the beginning of the employee’s absence.
Use the FML time code from the start of the absence until eligibility under the FMLA is exhausted.

PAID/UNPAID TIME AWAY FROM WORK

<table>
<thead>
<tr>
<th>Short-Term Sick → Vacation → ETW/LOA</th>
<th>Maternity Leave</th>
<th>Short-Term Sick</th>
<th>Parental Leave</th>
<th>Vacation Balance</th>
<th>Unpaid FMLA Leave</th>
<th>Unpaid Child Care Leave of Absence</th>
</tr>
</thead>
</table>

Notes:
1) Acceptable supporting documentation provided to the University that confirms the employee is unable to work due to pregnancy or delivery.
2) Use of maternity leave is continuous.
3) Acceptable supporting documentation provided to the University that confirms the employee is medically unable to return to work following the six (6) week maternity leave.
4) Acceptable supporting documentation provided to the University that confirms the employee is medically able to work, and noting restrictions, if any. The employee may use parental leave during physical recovery if no extended sick or short-term sick time is available.
5) Use may be continuous or intermittent; scheduling is at the discretion and approval of the department. See the Paid Maternity (Childbirth) and Parental Leaves SPG for scheduling guidance.
6) May be applicable when there is stacking of FMLA eligibility.
7) Begins when the employee’s FMLA leave entitlement ends, or, when the employee is not eligible for FMLA when parental leave/vacation balance is exhausted after the employee is medically able to return to work. Length of time an employee may be off work is governed by terms of the Unpaid Leave of Absence SPG

* The applicable collective bargaining agreement should be referenced for employees covered by a collective bargaining agreement (AFSCME, GEO, IUOE, LEO, MNA, POAM, Trades, etc.)
EXAMPLE C: Employee is medically unable to work prior to and after giving birth, does not qualify for FMLA, is eligible for maternity and parental leave, is not eligible for extended sick, and chooses not to return to work when medically able.

FMLA USAGE  DOES NOT QUALIFY / NOT APPLICABLE

PAID/UNPAID TIME AWAY FROM WORK  Short-Term Sick \(\rightarrow\) Vacation \(\rightarrow\) ETW/LOA  BIRTH  Maternity Leave  Short-Term Sick  Parental Leave  Vacation Balance  Unpaid Child Care Leave of Absence

See Note 1  See Notes 1 and 2  See Note 3  See Notes 4 and 5

EXAMPLE D: Employee is medically unable to work prior to and after giving birth, does not qualify for FMLA, is eligible for maternity leave, is not eligible for parental leave and extended sick, and chooses not to return to work when medically able.

FMLA USAGE  DOES NOT QUALIFY / NOT APPLICABLE

PAID/UNPAID TIME AWAY FROM WORK  Short-Term Sick \(\rightarrow\) Vacation \(\rightarrow\) ETW/LOA  BIRTH  Maternity Leave  Short-Term Sick \(\rightarrow\) Vacation \(\rightarrow\) ETW/LOA  Short-Term Sick  Vacation Balance  Unpaid Child Care Leave of Absence

See Note 1  See Notes 1 and 2  See Note 3  See Note 4

Notes:
1) Acceptable supporting documentation provided to the University that confirms the employee is unable to work due to pregnancy or delivery.
2) Use of maternity leave is continuous.
3) Acceptable supporting documentation provided to the University that confirms the employee is medically unable to return to work following the six (6) week maternity leave.
4) Acceptable supporting documentation provided to the University that confirms the employee is medically able to work, and noting restrictions, if any. The employee may use parental leave during physical recovery if no extended sick or short-term sick time off is available. The employee may use short-term sick for bonding with the child if not eligible for parental leave.
5) Use may be continuous or intermittent; scheduling is at the discretion and approval of the department. See the Paid Maternity (Childbirth) and Parental Leaves SPG for scheduling guidance.
6) May be applicable when there is stacking of FMLA eligibility.
7) Begins when the employee’s FMLA leave entitlement ends, or, when the employee is not eligible for FMLA when parental leave/vacation balance is exhausted after the employee is medically able to return to work. Length of time an employee may be off work is governed by terms of the Unpaid Leaves of Absence SPG.

* The applicable collective bargaining agreement should be referenced for employees covered by a collective bargaining agreement (AFSCME, GEO, IUOE, LEO, MNA, POAM, Trades, etc.)