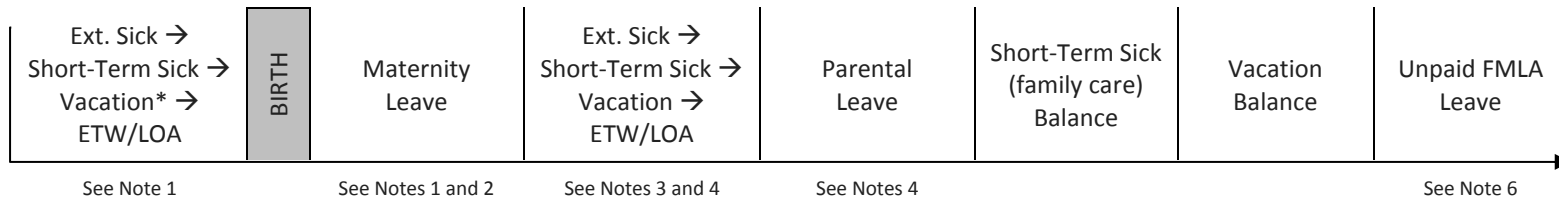


**EXAMPLE A:** Employee Trainee is medically unable to work prior to and after giving birth, qualifies for FMLA, is eligible for maternity leave, parental leave, and extended sick, and chooses not to return to work when medically able.

**FMLA USAGE**

Absences for an FMLA qualifying event may be counted toward the employee’s 12 weeks of eligibility under the FMLA from the beginning of the employee trainee’s absence.

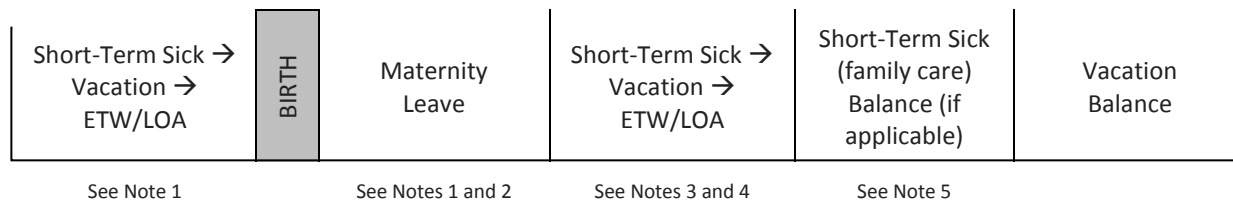
**PAID/UNPAID TIME AWAY FROM WORK**



**EXAMPLE B:** Employee Trainee or Scholar Trainee 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**



**Notes:**

- 1) Consistent with unit practice, acceptable supporting documentation provided to the University that confirms the Employee Trainee or Scholar Trainee is unable to work due to pregnancy or delivery.
- 2) Use of maternity leave is continuous.
- 3) Consistent with unit practice, acceptable supporting documentation provided to the University that confirms the Employee Trainee or Scholar Trainee 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 Trainee or Scholar Trainee is medically able to work, and noting restrictions, if any. Employee Trainees and Scholar Trainees are eligible for parental leave when they reach six (6) months of service subject to the rules of the sponsor and other external regulations. May use parental leave during physical recovery if no extended sick or short-term sick time is available. 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.
- 5) The Employee Trainee and Scholar Trainee may use short-term sick for bonding with the child if not eligible for parental leave.
- 6) May be applicable when there is stacking of FMLA eligibility.