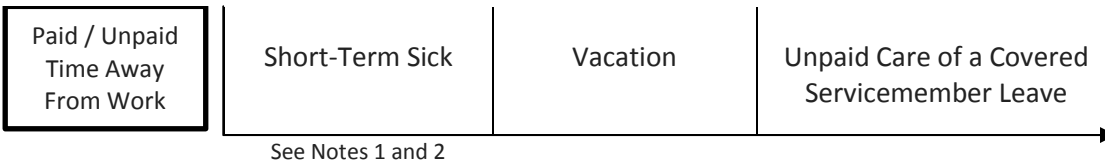


**Care of a Covered Servicemember with a Serious Injury or Illness  
Postdoctoral Research Fellow**

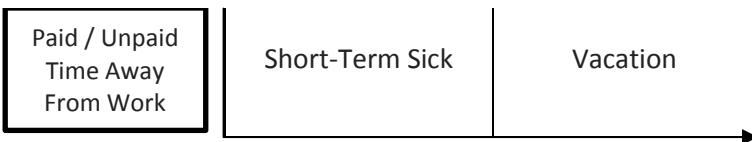
**Example A:** Employee Trainee qualifies for FMLA

FMLA  
Usage

Absences for an FMLA qualifying event will be counted toward the employee trainee’s 26 weeks of FMLA eligibility from the beginning of the employee’s absence.



**Example B:** Employee Trainee or Scholar Trainee does not qualify for FMLA



**Notes:**

1. Consistent with unit practice, Employee Trainee provides a timely, complete, and sufficient certification using the Department of Labor form [DOL Form WH-385](#)
2. Use of vacation prior to the start of an unpaid FMLA leave is at the discretion of the Employee Trainee.