Care of a Family Member with a Serious Health Condition
Postdoctoral Research Fellow

Example A: Employee Trainee qualifies for FMLA

- Absences for an FMLA qualifying event will be counted toward the employee trainee’s 12 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 medical certification using the Department of Labor form [DOL Form WH-380-F](#).
2. Use of short-term sick and vacation prior to the start of an unpaid FMLA leave is at the discretion of the Employee Trainee.