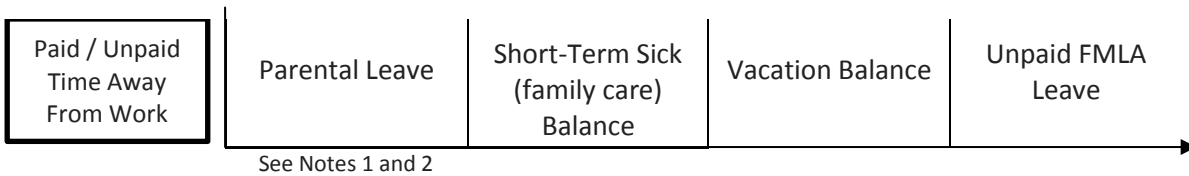
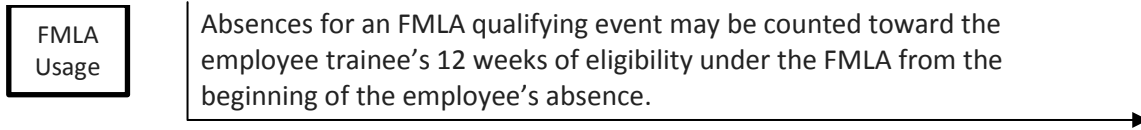
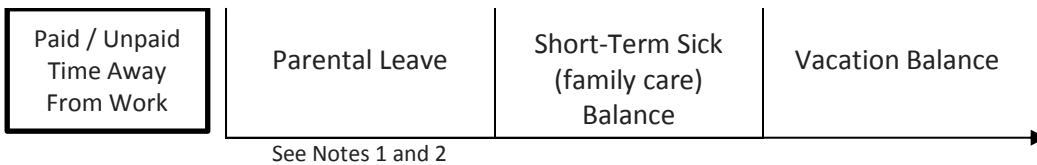


**Birth of a Child, Adoption, Foster Care or Appointed Legal Guardianship (Non-birth parent)
Postdoctoral Research Fellow**

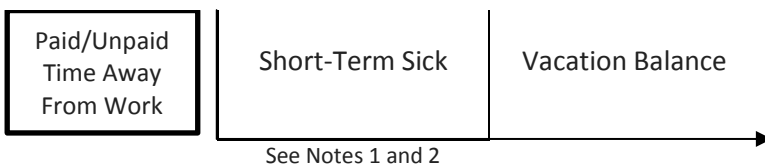
Example A: Non-birth parent Employee Trainee requests time off for bonding with the child following birth or for a newly placed adopted or foster child, or newly appointed legal guardianship of a child, qualifies for FMLA, and is eligible for parental leave



Example B: Non-birth parent Employee Trainee or Scholar Trainee requests time off for bonding with the child for a newly placed foster child, or newly appointed legal guardianship of a child, does not qualify for FMLA, and is eligible for parental leave



Example C: Non-birth parent Employee Trainee or Scholar Trainee requests time off for bonding with the child for a newly placed foster child, or newly appointed legal guardianship of a child, does not qualify for FMLA, and is not eligible for parental leave



Notes:

1. Consistent with unit practice, documentation provided to the University that confirms the family relationship
2. 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. 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. When not eligible for parental leave, the Employee Trainee or Scholar Trainee has the option to use short-term sick for bonding with the child