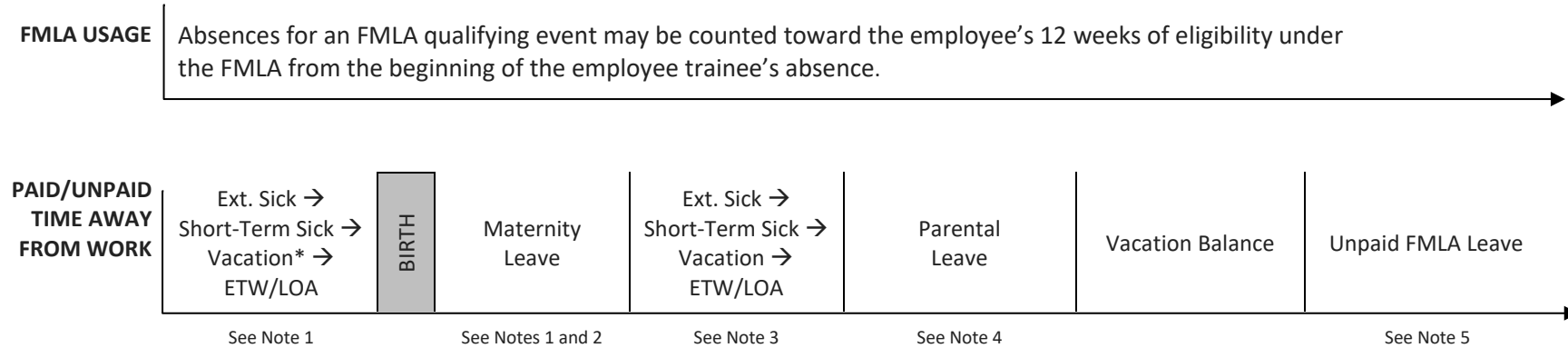
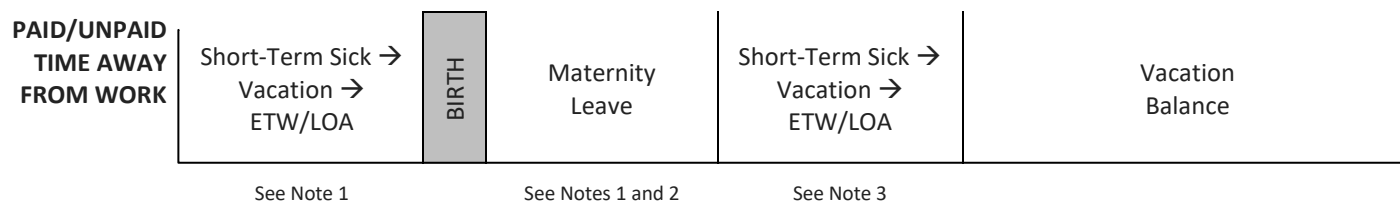


EXAMPLE A: Employee Trainee is medically unable to work prior to and after giving birth, qualifies for FMLA, is eligible for maternity leave, parental leave, and extended sick, and chooses not to return to work when medically able.



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 extended sick, and chooses not to return to work when medically able.

FMLA USAGE DOES NOT QUALIFY / NOT APPLICABLE



Notes:

- 1) Consistent with Postdoctoral Research Fellows SPG 201.19, 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 Postdoctoral Research Fellows SPG 201.19, 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. May use parental leave during physical recovery if no extended sick or short-term sick time is available.
- 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 consistent with Paid Maternity (Childbirth) and Parental Leaves SPG 201.30-6 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 201.30-6 for scheduling guidance.
- 5) May be applicable when there is stacking of FMLA eligibility.