Birth of a Child, Adoption or Foster Care
Postdoctoral Research Fellow

(A) - Female Salaried Fellow requests time off to care for an adopted child or foster child.
- Male Salaried Fellow requests time off to care for his child following birth, or to care
  for an adopted child or foster child.
- Salaried Fellow qualifies for FMLA.

An absence for an FMLA qualifying event will be counted toward the 12 weeks of
eligibility under the FMLA from the beginning of the salaried fellow’s absence.

(B) - Female Salaried Fellow requests time off to care for an adopted child or foster child.
- Male Salaried Fellow requests time off to care for his child following birth, or to care
  for an adopted child or foster child.
- Salaried Fellow does not qualify for FMLA.
- Employee Trainee not eligible for FMLA

<table>
<thead>
<tr>
<th>Paid/Unpaid Time Away From Work</th>
<th>Sick Time Balance</th>
<th>Vacation Balance</th>
<th>Unpaid period of absence</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sick Time Balance</td>
<td>Vacation Balance</td>
<td>Unpaid period of absence</td>
</tr>
<tr>
<td>Paid/Unpaid Time Away From Work</td>
<td>Sick Time Balance</td>
<td>Vacation Balance</td>
<td>Unpaid period of absence</td>
</tr>
</tbody>
</table>