Birth of a Child, Adoption or Foster Care
Non-Bargained for Staff

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

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

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

Vacation Balance  FMLA - Child Care LOA  Child Care Leave of Absence up to one year from the child’s date of birth, adoption or foster care placement

Paid/Unpaid Time Away From Work  Paid/Unpaid Time Away From Work