Pregnancy/Birth of a Child  
Non-Bargained for Staff

(A) Employee gives birth, is eligible for extended sick time, qualifies for FMLA and chooses not to return to work when medically able.

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.

(1) Medical statement provided to the University indicating that the employee is unable to work due to pregnancy or delivery.

(2) Medical statement provided to the University indicating that the employee is medically able to work.

(B) Employee gives birth, is not eligible for extended sick time (has less than two years of regular employment), qualifies for FMLA, and chooses not to return to work when medically able.

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.

(C) Employee gives birth, is not eligible for extended sick time, does not qualify for FMLA, and chooses not to return to work when medically able.

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.