Employee’s Serious Health Condition
Non-Bargained for UMHHC PTO Eligible Staff

(A) Employee is eligible for extended sick time and 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.

80 hour waiting period * | Extended Sick Time Balance | PTO Balance | Medical Leave of Absence-Max. of two years from the start of the leave

* A full-time employee is eligible for extended sick time after an 80-hour waiting period. PTO, bridge bank time, and/or excused time without pay may be used during the waiting period.

(B) Employee is not eligible for extended sick time (has less than two years of regular employment), and 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.

PTO Balance | FMLA - Medical LOA | Medical Leave of Absence Max. of two years from the start of unpaid leave status

(C) Employee is not eligible for extended sick time, and does not qualify for FMLA.

PTO Balance | Medical Leave of Absence Max. of two years from the start of the leave