Pregnancy/Birth of a Child  
Non-Bargained for UMHHC PTO Eligible 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.

*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. A cumulative total of absences during the employee’s pregnancy is used to satisfy the 80-hour waiting period.

(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.

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