

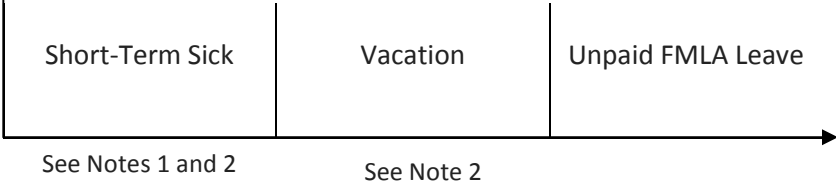
**Care of a Family Member with a Serious Health Condition  
Postdoctoral Research Fellow**

**Example A:** Employee Trainee qualifies for FMLA

FMLA  
Usage

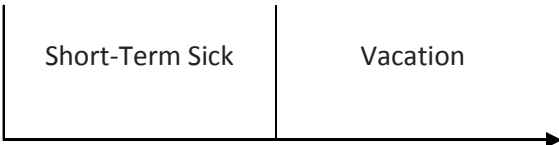
Absences for an FMLA qualifying event will be counted toward the employee trainee’s 12 weeks of FMLA eligibility from the beginning of the employee’s absence.

Paid / Unpaid  
Time Away  
From Work



**Example B:** Employee Trainee or Scholar Trainee does not qualify for FMLA

Paid / Unpaid  
Time Away  
From Work



**Notes:**

1. Consistent with unit practice, Employee Trainee provides a timely, complete, and sufficient medical certification using the Department of Labor form [DOL Form WH-380-F](#)
2. Use of short-term sick and vacation prior to the start of an unpaid FMLA leave is at the discretion of the Employee Trainee.