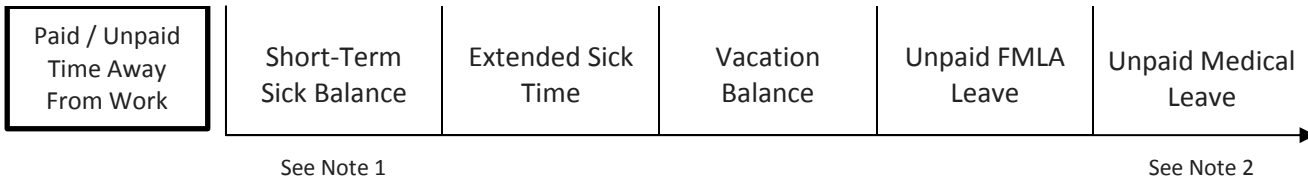


**Employee’s Serious Health Condition
Instructional Staff ***

Example A: Employee is eligible for extended sick time, and qualifies for FMLA

FMLA Usage

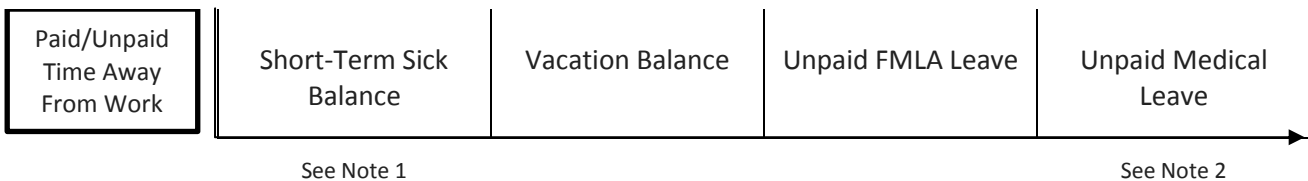
Absences for an FMLA qualifying event will be counted toward the employee’s 12 weeks of FMLA eligibility from the beginning of the employee’s absence.



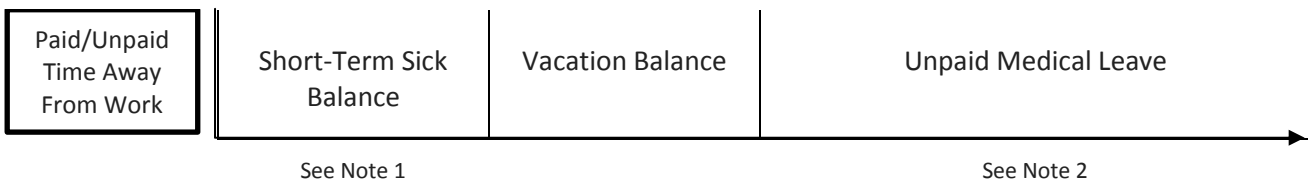
Example B: Employee is not eligible for extended sick time, and qualifies for FMLA

FMLA Usage

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



Example C: Employee is not eligible for extended sick time, and does not qualify for FMLA



Notes:

1. Consistent with unit practices, acceptable supporting documentation provided to the University that confirms the employee is medically unable to work, and noting restrictions, if any
 2. Begins when the employee’s FMLA leave entitlement ends, or, when the employee is not eligible for FMLA when benefits of the Sick Leave Plan – Academic Appointments are fully exhausted. Length of time an employee may be off work is governed by terms of the Unpaid Leaves of Absence (Instructional) SPG.
- * The applicable collective bargaining agreement should be referenced for employees covered by a collective bargaining agreement (AFSCME, GEO, IUOE, LEO, MNA, POAM, Trades, etc.).