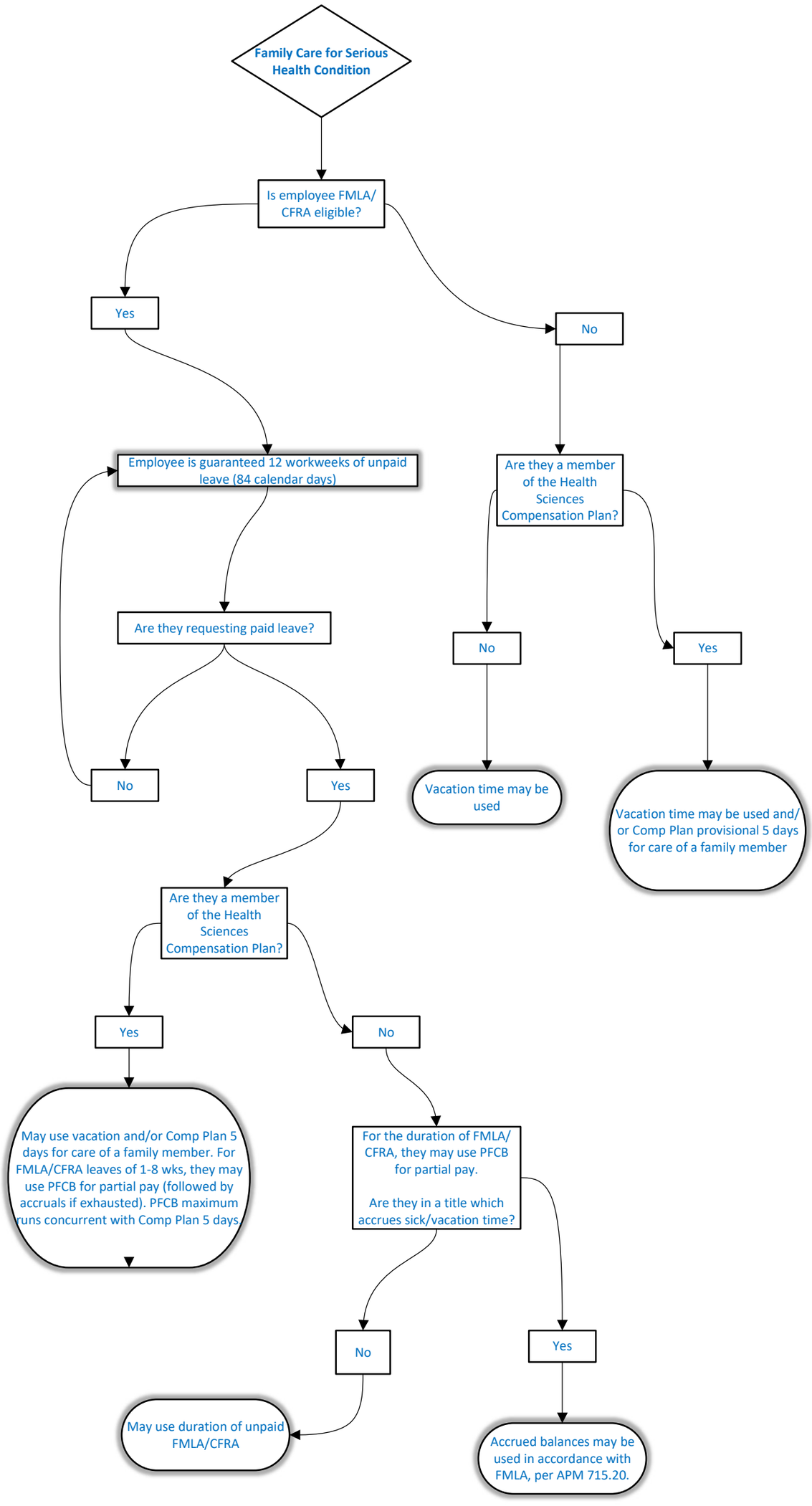
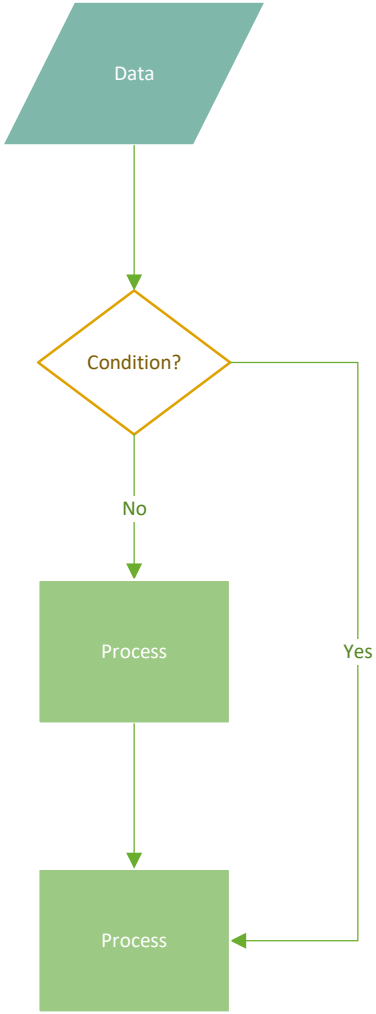

Family Care for Serious Health Condition
Is employee FMLA/ CFRA eligible?
Yes
No
Employee is guaranteed 12 workweeks of unpaid leave (84 calendar days)
Are they a member of the Health Sciences Compensation Plan?
Are they requesting paid leave?
No
Yes
Vacation time may be used
Vacation time may be used and/ or Comp Plan provisional 5 days for care of a family member
No
Yes
Are they a member of the Health Sciences Compensation Plan?
Yes
No
May use vacation and/or Comp Plan 5 days for care of a family member. For FMLA/CFRA leaves of 1-8 wks, they may use PFCB for partial pay (followed by accruals if exhausted). PFCB maximum runs concurrent with Comp Plan 5 days
For the duration of FMLA/ CFRA, they may use PFCB for partial pay.
Are they in a title which accrues sick/vacation time?
No
Yes
May use duration of unpaid FMLA/CFRA
Accrued balances may be used in accordance with FMLA, per APM 715.20.


Data
Condition?
No
Yes
Process
Process