

Leave Definitions: What leave type should I file for as a faculty member?

Child Bonding Standalone - Same as child bonding but for the “non-birthing” parent. There would be no maternity claim preceding this child bonding claim.

Faculty Child Bonding Leave - Leave to care for a newborn or newly placed foster/adopted child. Leave to care for a newborn or newly placed adopted child. Foster care is not an eligible leave reason. This leave is only available following the faculty medical leave for pregnancy absences for the birthing parent. Bonding for adoptions are excluded from the faculty medical leave absence prerequisite. Non-birthing parents are also eligible for this leave and do not need to have a proceeding faculty medical claim. This leave runs concurrently with **FMLA: Child Bonding Standalone** or **Child Bonding**.

Faculty Family Leave - Leave to care for the employee's spouse, child, parent or domestic partner with a serious health condition. This leave runs concurrently with **FMLA: Family Member Serious Health Condition**.

Faculty Medical Leave - Leave for an employee's own serious health condition that makes the employee unable to perform the functions of the employee's job (including pregnancy and childbirth). Entitlement is 26 weeks, and runs concurrently with **FMLA: Own Serious Health Condition STD** or **Own Serious Health Cond. Standalone**.

Family Member Serious Health Condition - Leave to care for the employee's spouse, child, or parent with a serious health condition.

Own Serious Health Cond. Standalone - This would be used if there is no concurrent Short Term Disability claim.

Qualified Exigency Leave - Leave arising out of the fact that the employee's spouse, child, or parent is notified of an impending call or order to covered active federal military duty.

Service Member Caregiver Leave - Leave to care for a service member with a serious injury or illness if the employee is the spouse, child, parent or next of kin of the service member.