



Leave Definitions:

What leave type should I file for as a staff member?

Family and Medical Leave Act (FMLA)

Coverage for everyone that has more than 12 months of service and accumulated 1250 or greater hours of service in the 12 months preceding the date of the leave.

Child Bonding

Leave to care for a newborn or newly placed foster/adopted child.

Child Bonding Standalone

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

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.

Own Serious Health Condition STD

This is the FMLA claim that is concurrent with a 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 servicemember with a serious injury or illness if the employee is the spouse, child, parent or next of kin of the servicemember.