The FMLA “umbrella”

...protects an employee’s job for 12 weeks* regardless of the individual’s leave situation.

* Per rolling calendar year.

Employee must meet FMLA eligibility criteria.

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Example: Maternity leave

10 weeks

4 weeks SL • 2 weeks AL • 4 weeks SLWOP

Return without using 2 remaining weeks of FMLA leave

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Example: Limited employee leave available

12 weeks

2 weeks SL • 1 week AL • 9 weeks SLWOP

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Example: Workers’ Comp injury + separate illness

10 weeks

10 weeks Workers’ Comp (SLWOP) • 2 weeks SL

(Employee receives lost wages benefit from WC)

(Employee need not use sick or annual leave in a WC situation.)

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Example: Employee paid throughout FMLA

12 weeks

7 weeks SL • 5 weeks AL

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Example: Serious illness; intermittent

3 weeks

6 weeks SL • 4 weeks AL • 2 weeks SLWOP

3 weeks SLWOP after FMLA is exhausted

(at supervisor’s discretion; applied equitably)

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SLWOP  Sick leave without pay
AL   Annual leave
SL   Sick leave
WC  Workers’ Compensation

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• In doubt?
• Have questions?
• Not sure?

Please call Faculty & Staff Relations for help!

706-542-2222

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