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ALABAMA AT BIRMINGHAM

Knowledge that will change your world

Parental Leave Examples

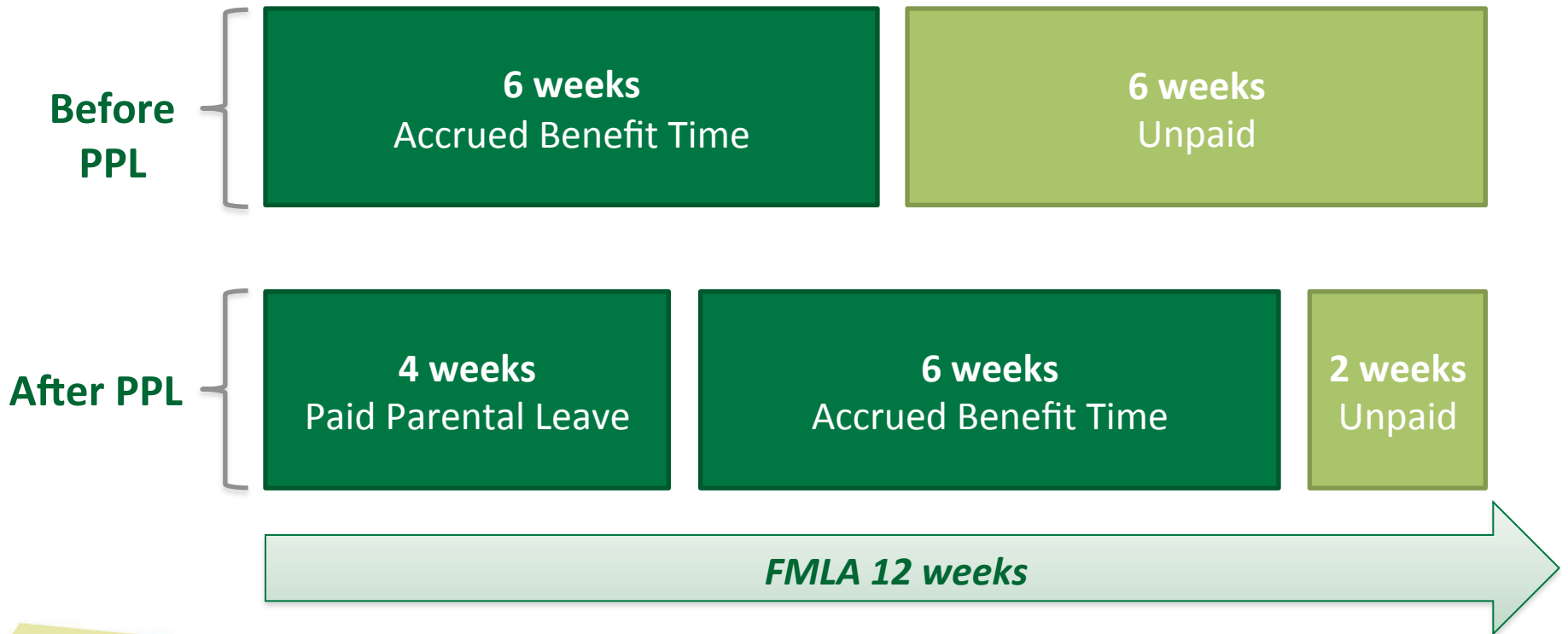
Parental Leave Examples *(for illustration purposes only)*

- The following examples assume certain conditions unless noted:
 - Full time regular employees
 - Applicable to Faculty and Staff
 - Employees have met FMLA eligibility requirements
 - 12 months and 1250 hours
 - Employees are eligible for voluntary sick time donations

Parental Leave and FMLA

Example 1: Susan, Birth of a child

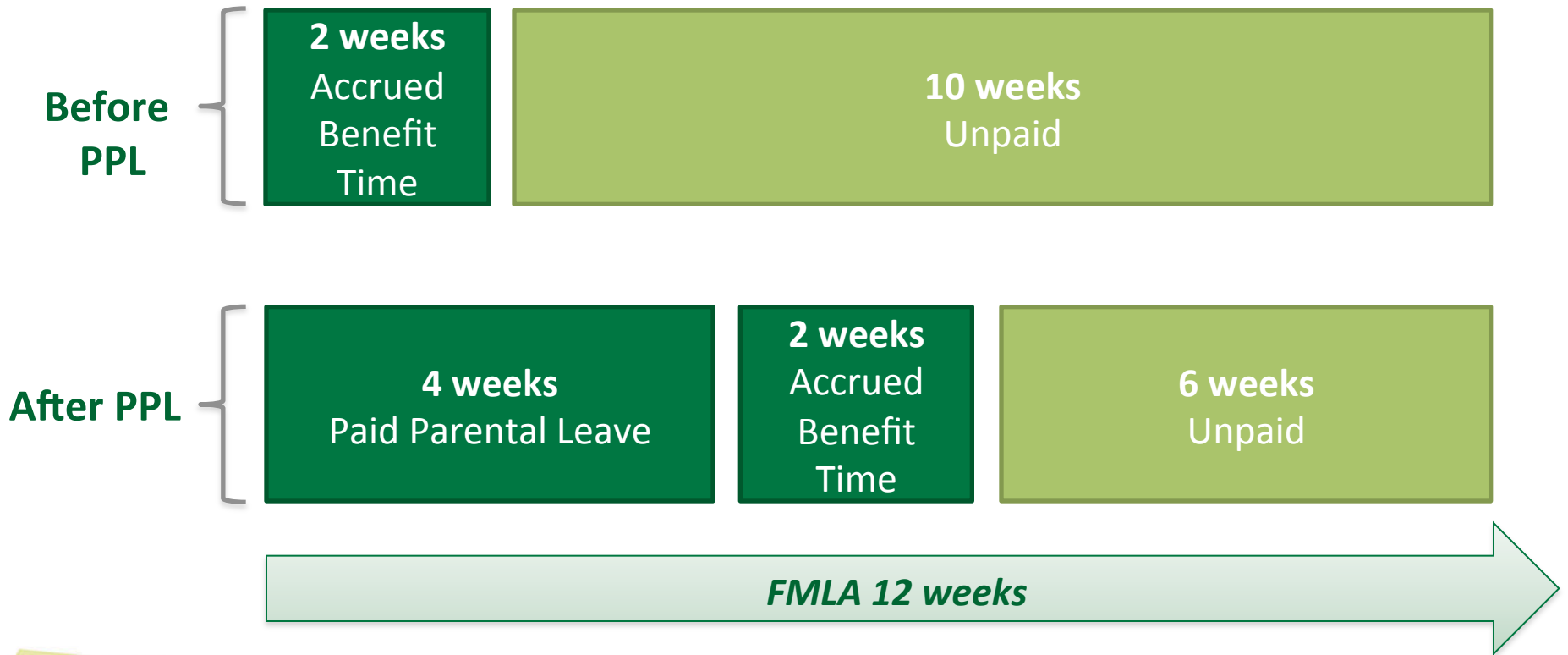
Susan wants to take 12 weeks for the birth of her newborn. She has 6 weeks of accrued time.



Parental Leave and FMLA

Example 2: Michael, Birth of a child

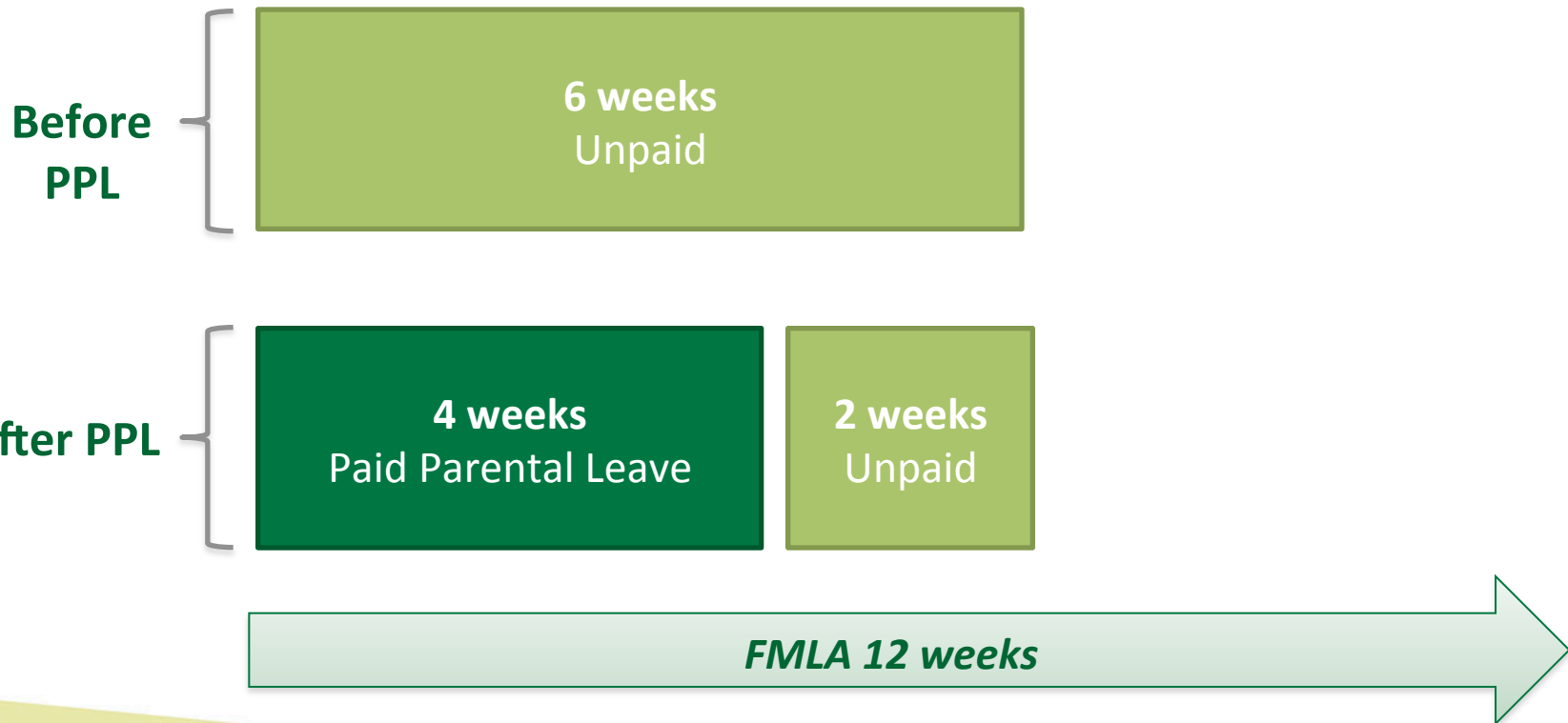
Michael wants to take 12 weeks for the birth of his newborn. He has 2 weeks of accrued benefit time.



Parental Leave and FMLA

Example 3: Carolyn, Adoption

Carolyn will be adopting a child. She would like to take 6 weeks off with her new child and has no accrued time available.



Parental Leave and FMLA

Example 4: Patsy, Birth of a child - Complications

Patsy has pregnancy complications before she has her baby. She has 6 weeks of accrued benefit time and will not be able to return to work until 8 weeks after the birth of the child.

