

EXAMPLE 1

Birth
Nov 1, 2020

1 yr FEPLA ends
On Oct 31, 2021

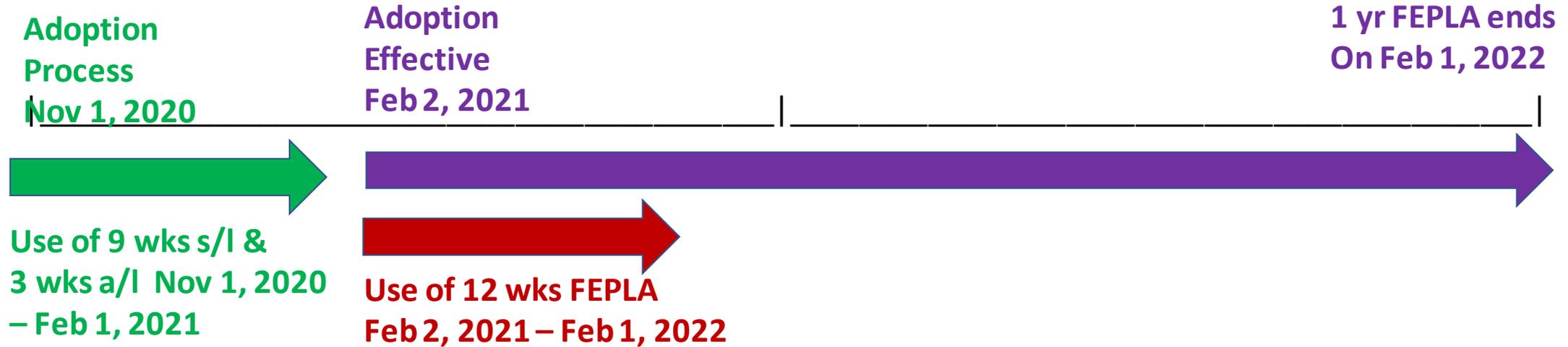


Use of 12 wks FEPLA
Nov 1, 2020 – Feb 1, 2021

Janice is having a baby and chooses to start using FMLA leave on the date her child is born, November 1, 2020. Janice uses 12 weeks of FMLA leave consecutively (interrupted only by holidays) and is able to substitute 12 weeks of FEPLA for the unpaid FMLA leave.

Note: Dates are approximate merely to illustrate the concepts.

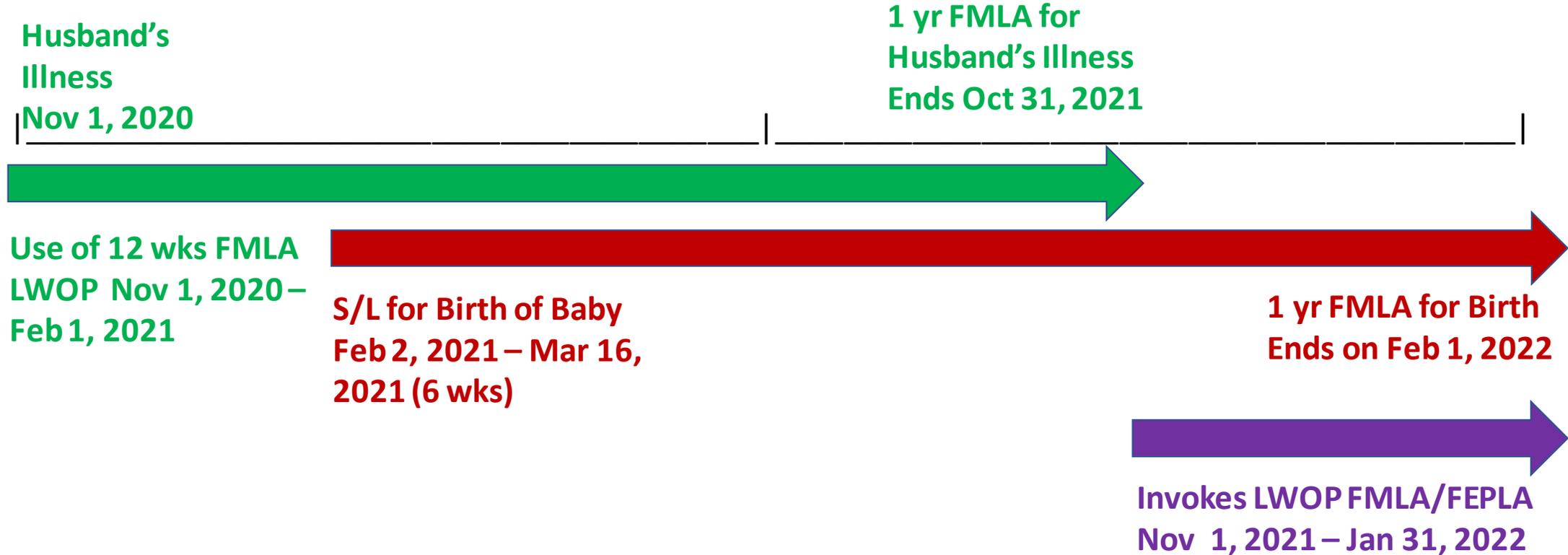
EXAMPLE 2



Daniel is adopting a child from overseas and must go abroad to complete the adoption process and pick up the child. He uses 9 weeks of “sick leave for adoption” and 3 weeks accrued annual leave for a total of 12 weeks without invoking FMLA. Upon placement of his child, Daniel invokes FMLA leave and substitutes FEPLA for 12 consecutive weeks.

Note: Dates are approximate merely to illustrate the concepts.

EXAMPLE 3



During Channel's pregnancy, her husband developed a serious health condition that required her to invoke FMLA. Since Channel had a limited leave balance, she used 12 weeks of FMLA leave without pay. After her baby is born, she uses 3 weeks of accrued sick leave and 3 weeks of advanced sick leave. Although Channel exhausted her 12-week FMLA leave entitlement before her baby's birth, she is still able to use her FEPLA after the initial FMLA period has expired but before her child's first birthday.

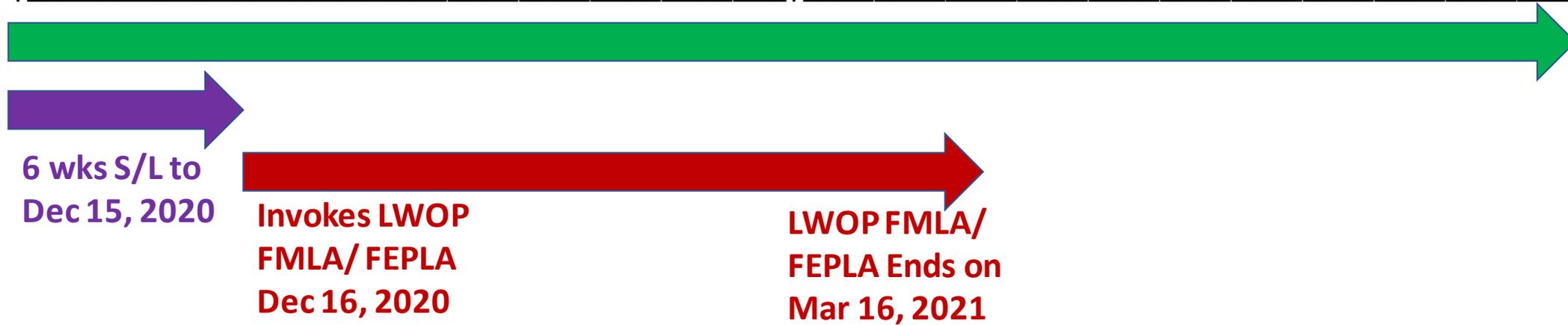
Note: Dates are approximate merely to illustrate the concepts.

EXAMPLE 4

Wife's Illness &
Birth

Nov 1, 2020

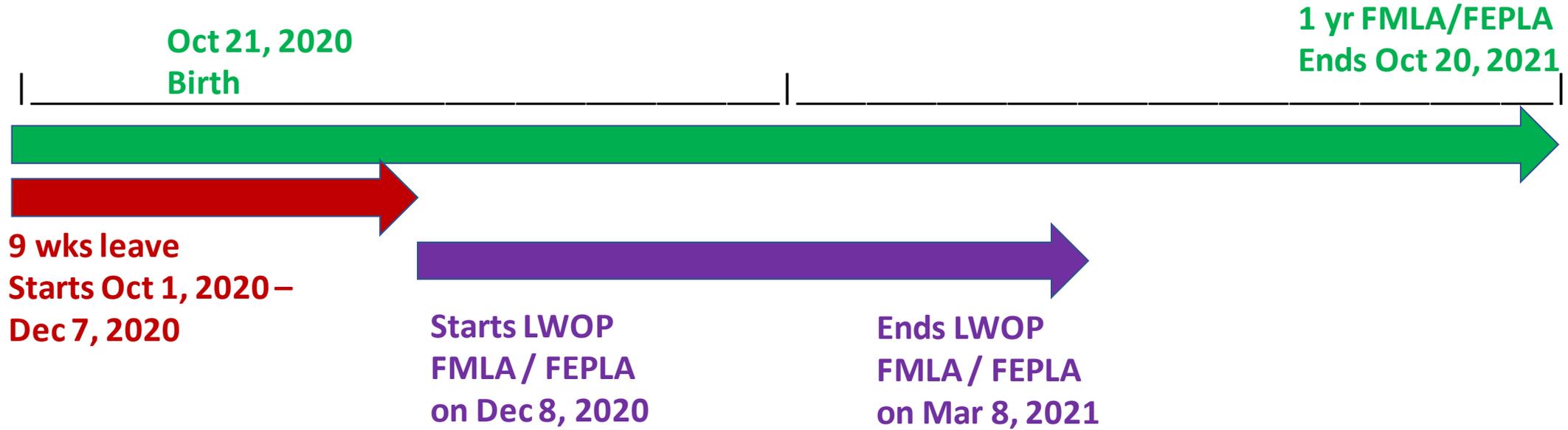
1 yr FMLA/
FEPLA Ends
Oct 31, 2021



Anthony's wife had a baby. He chooses to use 6 weeks of sick leave (outside of FMLA) to care for his wife during her period of incapacitation. He then invokes FMLA and chooses to substitute 12 weeks of FEPLA for unpaid FMLA leave to bond with his newborn.

Note: Dates are approximate merely to illustrate the concepts.

EXAMPLE 5



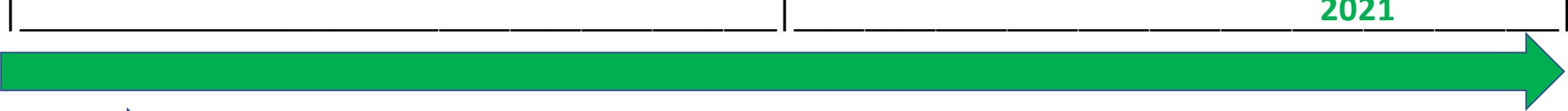
Emily is having a rough pregnancy and her doctor places her on bed rest 3 weeks prior to the birth of her newborn. Emily chooses to use 3 weeks of sick leave before the birth and 6 weeks of sick leave after the birth, both outside of FMLA. Emily then invokes FMLA and substitutes 12 week of FEPLA for the unpaid FMLA leave.

Note: Dates are approximate merely to illustrate the concepts.

EXAMPLE 6

**Dec 1, 2020
Birth**

**1 yr FMLA/
FEPLA Period
Ends on Nov 30,
2021**



**6 wks
S/L ends
on Jan
14, 2021**



**6 wks LWOP
FMLA/ FEPLA
Jan 15, 2021-Feb
28, 2021**



**Remaining 6 wks LWOP
FMLA / FEPLA Must be
Used by Nov 30, 2021**

Mary takes 6 weeks of sick leave (outside of FMLA) to recover from childbirth and then invokes FMLA and substitutes 6 weeks of FEPLA. After taking 12 weeks of leave from work (6 weeks of SL/6 weeks of FEPLA), she agrees to come back to work to complete a special assignment. Upon completion of the work assignment, Mary is able to use the remainder of her FEPLA- FMLA leave entitlement.

Note: Dates are approximate merely to illustrate the concepts.