

LEAVE AND INCOME REPLACEMENT SOURCES & OPTIONS

This chart is intended to illustrate options during a leave of absence. Please contact your campus' Research Foundation HR office to discuss eligibility and how to coordinate income replacement options during a leave period.

Qualifying Reason	Leave of Absence	Income Replacement Source-Option 1	Income Replacement Source Option 2	Income Replacement Source-Option 3	Income Replacement Source-Option 4	Income Replacement Source-Option 5
Employee Illness or Injury – not work related	FMLA	RF- PTO Sick at full rate until exhausted.	Carrier-Short-Term Disability/Voluntary Short-Term Disability	N/A	N/A	N/A
			RF-option to supplement carrier payment with PTO Vacation, Holiday, and/or Personal (at reduced rate)			
Care of a Qualifying Family Member	FMLA PFL	RF-Use Accruals at full FTE: up to 30 days PTO Sick per calendar year, PTO Vacation, Holiday and/or Personal.	Carrier- Paid Family Leave	N/A	N/A	N/A
		Carrier-PFL payment to RF for accrual reimbursement	RF-option to supplement carrier payment with PTO up to 30 days sick per calendar year, PTO Vacation, Holiday and/or Personal (at reduced rate)			
Bonding – Birthing Parent	FMLA PFL Child Care Leave	RF- PTO Sick at full rate until exhausted (during period of disability)	Carrier-Short-Term Disability/Voluntary Short-Term Disability	RF-**PTO Parental (New Option July 1, 2024)	Carrier- Paid Family Leave	RF-PTO Vacation, Holiday, and/or Personal during remainder of Child Care Leave period (if other income replacement has exhausted.)
			RF-option to supplement carrier payment with PTO Vacation, Holiday, and/or Personal (at reduced rate)		RF-*options to use PTO Vacation, Holiday, and/or Personal	
Bonding – Non-Birthing Parent	FMLA*** PFL*** Child Care Leave	RF-*PTO Sick – up to 30 days per calendar year (during period of medical disability)	RF-**PTO Parental (New Option July 1, 2024)	Carrier- Paid Family Leave	RF-PTO Vacation, Holiday, and/or Personal during remainder of Child Care Leave period (if other income replacement has exhausted.)	N/A
				RF-*options to use PTO Vacation, Holiday, and/or Personal		

*PTO may be used to supplement Paid Family Leave (PFL) or be charged accruals at employee's full FTE with a reimbursement of accruals.

**PTO Parental must be used continuously for a maximum of 12 work weeks of accrued PTO and may only be used during the period of Child Care Leave and may not be used during a period approved under Short-Term Disability or Paid Family Leave.

***Care for the birthing parent is qualified reason for FMLA when the birthing parent is a spouse, may only become a qualified reason for PFL if a qualifying family member has complications after delivery.