

Types of Leave

	MEDICAL			NON-MEDICAL	
	FMLA (Continuous/Intermittent)	Company Medical (Continuous Only)	Leave as an Accommodation under the ADA/PWFA	Personal	Military
Employment Requirements	At least 12 months and 1,250 hours worked	First day of employment	First day of employment	First day of employment	First day of employment
Employment Status	Full-time, part-time and PRN	Full-time, part-time	Full-time, part-time and PRN	Full-time and part-time	Full-time, part-time and PRN
Purpose	Own serious health condition or to care for a family member with a serious health condition	Own serious health condition	Own qualifying disability or limitations related to pregnancy, childbirth, or related medical conditions	Personal time away from work; Also used for Residents transitioning to Physician roles	Active duty, reserves, exigency
Maximum Duration	12 weeks or 480 hours (26 weeks for military caregiver leave)	Minimum of 7 consecutive days to maximum of 180 consecutive calendar days (6 months)	Determined on a case-by-case basis	Minimum of 14 consecutive calendar days to maximum of 90 consecutive calendar days	Generally, up to 5 years
Advanced Notice Requirement	30 days when possible				
Leader Approval Requirement	No, however team members are encouraged to plan with leader when foreseeable	No, however team members are encouraged to plan with leader when foreseeable	Leaders and Accommodation Coordinators collaborate during the interactive process	Yes, leader approval is required	No, however team members are encouraged to plan with leader when foreseeable
Pay Eligibility	Short-term leave (if enrolled and approved) and/or available paid time off (i.e. PTO, TFTO, etc.); otherwise, unpaid	Short-term leave (if enrolled and approved) and/or available paid time off (i.e. PTO, TFTO, etc.); otherwise, unpaid	Short-term leave (if enrolled and approved) and/or available paid time off (i.e. PTO, TFTO, etc.); otherwise, unpaid	Available paid time off (i.e. PTO, TFTO, etc.), otherwise unpaid	Military supplement for up to 30 days (Base pay - military pay = supplement) PTO optional
Point of Contact	Absence Center <ul style="list-style-type: none"> ▪ Call 844.511.5762 ▪ Visit mySedgwick.com/BSWH 				