

Maternity Leave

FML runs concurrently with other paid leaves.

Family Medical Leave (FML)

Federally mandated leave that **protects your job**. Must meet eligibility requirements

UNPAID – 12 Weeks

Personal Sick Leave

Paid – Min. 6 weeks based on medical certification. Can be more if needed.

Use ETK code “FML”

Parental Leave

Paid – 8 weeks

**Combined 10 weeks for married NRAO spouses

Use ETK code “PL”

Vacation

Paid – Any time beyond Sick and Parental Leave. Not FMLA protected.

Employee must have FML designation (approved or not) and Parental Leave application on file before leave can be used in ETK.