

LEAVE OF ABSENCE (LOA) CHART	ELIGIBLE BENEFITS (Most are Required to Take Together)							
<i>Reason / Qualifying Event for Leave</i>	Upaid FMLA	Paid NY-PFL	Paid NY-DBL	Unpaid NJ-FLA	Paid NJ-FLI	Paid NJ-TDI	FULL ACCRUED SICK PTO HRS	FULL ACCRUED VACATION PTO HRS
Employee's own serious health condition, including after giving birth and pregnancy complications	YES	NO	YES	NO	NO	YES	Employee's decision	Employee's decision
Child (birth)	YES	NO	YES	YES	NO	YES	Employee's decision	Employee's decision
Child (bond, adopt, foster)	YES	YES	NO	YES	YES	NO	Employee's decision	Employee's decision
Serious health condition (family member)	YES	YES	NO	YES	YES	NO	Employee's decision	Employee's decision
COVID-19 employee sick	YES	NO	YES	NO	NO	YES	COVID Sick, then EE decision	Employee's decision
COVID-19 family member sick	YES	YES	NO	YES	YES	NO	Employee's decision	Employee's decision
COVID-19 Employee mandatory or precautionary quarantine or isolation order (exposure)	NO	NO	NO	NO	YES	YES	COVID Sick, then EE decision	Employee's decision
COVID-19 Family Member requiring quarantine or isolation due to communicable disease or epidemic	NO	YES	NO	YES	YES	NO	Employee's decision	Employee's decision
COVID-19: Employee's child school closed	NO	YES	NO	YES	YES	NO	Employee's decision	Employee's decision
Employee workplace closure by order of a public official	NO	NO	NO	NO	NO	NO	Employee's decision	Employee's decision
Child workplace closure by order of a public official	NO	NO	NO	NO	NO	NO	Employee's decision	Employee's decision
Military Service (NY ONLY)	YES	YES	NO	NO	NO	NO	Employee's decision	Employee's decision
Sexual or Domestic Violence (NY and NJ)	NO	NO	NO	NO	YES	YES	Employee's decision	Employee's decision
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Employee Disability (DBL) / ADA LEAVE (Not eligible for FMLA or NJFLA due to requirements)	NO	NO	YES	NO	NO	YES	Employee's decision	Employee's decision
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EDUCATIONAL LEAVE	NO	NO	NO	NO	NO	NO	Not Eligible	REQUIRED