

The 12-month period used to determine an employee's eligibility for FMLA for the purposes described above shall be the 12-month period measured backward from the date an employee's first leave begins.

2. 12-Month Period for Military Caregiver Leave

There is a separate 12-month period for employees eligible for military caregiver leave of up to 26 weeks. Such leave may be taken to care for a spouse, domestic partner, child, parent or next of kin of an eligible service member or veteran with a serious injury or illness. This leave is calculated from the first day that leave is taken for this purpose and does not track the College's designated 12-month FMLA tracking period as described above. Any military caregiver leave that is not taken within the specific 12-month period is forfeited. This leave period may overlap with the usual 12-month leave period designated by the College and in certain circumstances, this may impact the employee's eligibility to take other types of FMLA leave.

B. Maine Requirements

1. Employee Eligibility

College employees who have been employed for at least 12 consecutive months are eligible for leave under the Maine Family Medical Leave law.

2.

Family and Medical Leave Categories and Employee Eligibility*

Leave Category	Amount of Leave Available	Employee Eligibility Requirements
<u>Federal</u>		
1. Employee's serious health condition.		
2. Care of spouse/domestic partner/child/parent with serious health condition.	4	
3. Birth and care of employee's newborn child.		
4. Placement of child for adoption, foster care.		
5. Qualifying exigency leave for employee's eligible spouse/domestic partner/child/parent deployed for covered military duty.		