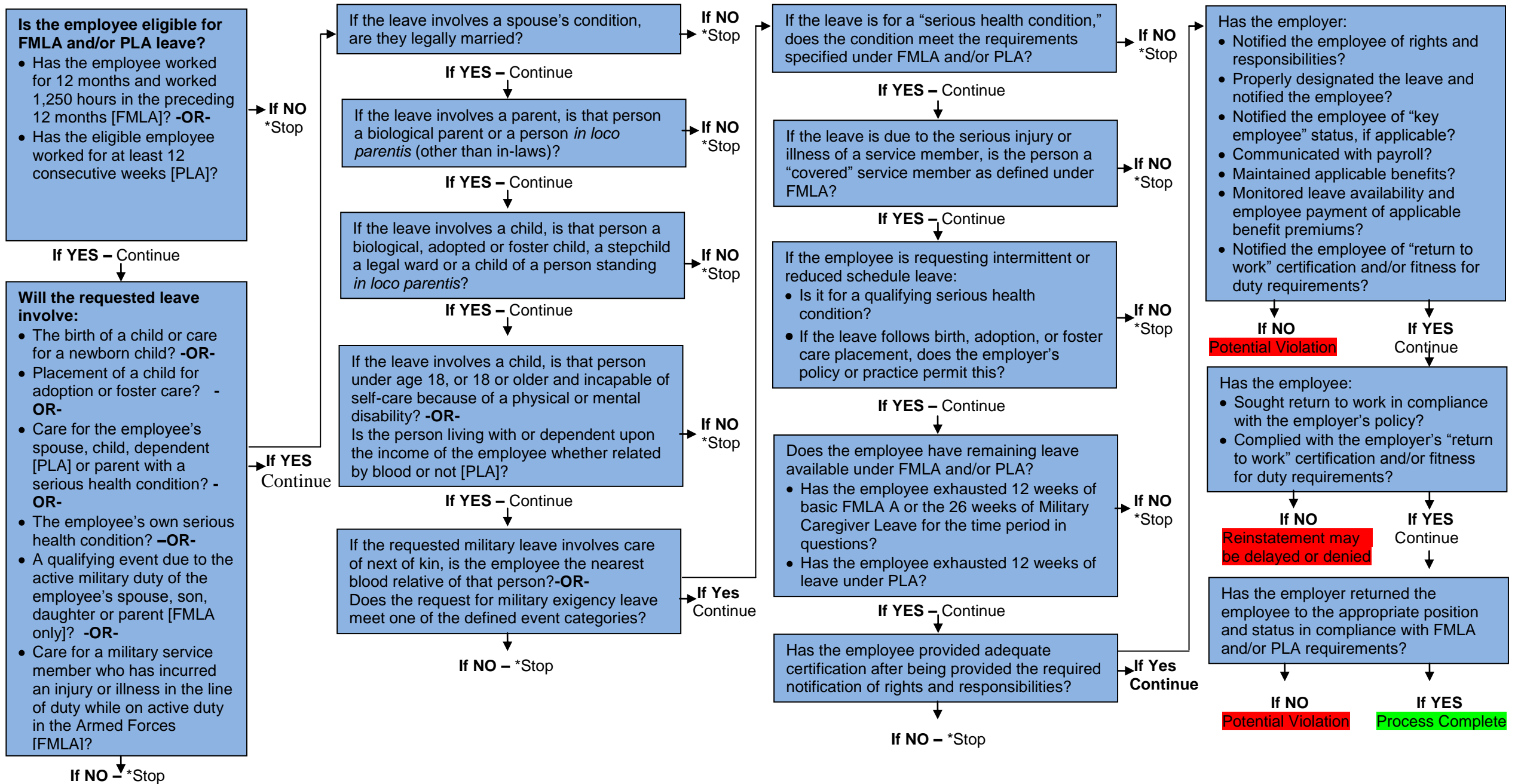


FEDERAL FAMILY AND MEDICAL LEAVE ACT (FMLA) & WEST VIRGINIA PARENTAL LEAVE ACT (PLA) – DECISION-MAKING FLOWCHART



\*The employee is not eligible for FMLA or PLA leave but may qualify for medical and/or personal leave of absence without pay as provided in the Division of Personnel *Administrative Rule*, workers' compensation, and/or disability discrimination laws.