

**BOSS CODES****Federal FMLA/State Family and medical leave**1<sup>st</sup> character = Fed. - State - Combo (both fed. & state)2<sup>nd</sup> character = Family - Medical3<sup>rd</sup> character = Type (S/Sick - V/Vacation - P/PL - H/Holiday - U/Unpaid)

<u>Federal</u>	<u>Family Leave:</u>
FFS	Family, paid—sick
FFV	Family, paid—vacation
FFP	Family, paid—personal
FFH	Family, paid—holiday compensatory <i>(not FLSA comp)</i>
FFU	Family, unpaid
	<u>Medical Leave:</u>
FMS	Medical, paid—sick
FMV	Medical, paid—vacation
FMP	Medical, paid—personal
FMH	Medical, paid—holiday compensatory <i>(not FLSA comp)</i>
FMU	Medical, unpaid

doesn't apply after sick hrs out & combined (Fed + State) leave

<u>State</u>	<u>Family Leave:</u>
SFS	Family, paid—sick
SFV	Family, paid—vacation
SFP	Family, paid—personal
SFH	Family, paid—holiday comp <i>(not FLSA comp)</i>
SFC	Family, paid—compensatory
SFU	Family, unpaid

	<u>Medical Leave:</u>
SMV	Medical, paid—vacation
SMP	Medical, paid—personal
SMH	Medical, paid—holiday compensatory <i>(not FLSA comp)</i>
SMC	Medical, paid—compensatory
SMU	Medical, unpaid

H= use when holiday falls w/in paid leave

no paid leave on State per Eileen Cantin wrong

<u>Fed/State</u>	<u>Family Leave:</u>
CFS	Family, paid—sick
CFV	Family, paid—vacation
CFP	Family, paid—personal
CFH	Family, paid—holiday comp <i>(not FLSA comp)</i>
CFU	Family, unpaid
	<u>Medical Leave:</u>
CMV	Medical, paid—vacation
CMP	Medical, paid—personal
CMH	Medical, paid—holiday comp <i>(not FLSA comp)</i>
CMU	Medical, unpaid

Note: There is no "paid-sick" under State and under Federal and State.

Because employees are required in these circumstances to exhaust any accrued sick time prior going on unpaid leave (and prior to using accrued vacation time, personal leave, or non-FLSA compensatory time) this time does not count toward the state leave entitlement under C.G.S. 5-248a. But it does count toward federal FMLA.

Combined codes  
Federal  
FMS runs out (12 weeks)  
still have sick time  
code as just "S", time  
is exhausted until sick balance