

Leave Types
Employer Services
2026

Leave Type	Description	Eligibility	Contributions	Specific stipulations
Leave of Absence	Miscellaneous leave, usually for personal reasons	Member is eligible for 30 days of Fund Paid Health (FPH) if reported timely. If untimely, eligibility extends until the leave notification date.	Employer does not pay for benefits if leave is reported timely (within 20 days of actual status change.)	
Short-Term Disability (STD)	When a physician declares the member is disabled in the short-term (up to six months)	Member is eligible for an initial 60 days of Fund Paid Health (FPH). Members must recertify once after the first two months. The maximum duration for this leave is six months.	Employer does not pay for health if the leave is reported timely (with 20 days of actual status change.)	If in a NY location, employer pays for the first seven days of health if reported timely. North members are eligible for Employer Paid Health under SD/WC based on seniority rules (BRAB and BRI agreements). Some contracts have other leave rules, but its employer paid. Billing is not implemented in V3locity for this.
Family Medical Leave/Paid Family Leave	Paid leave authorized by federal and state law for health reasons of the member or their family member	Eligibility is extended for the duration of the leave (up to 26 weeks).	Employer pays for health contributions if reported timely OR untimely.	If continuous, the employer enters the leave with a stop date and is responsible to pay for health. If intermittent, the employer does not report the leave and still must pay for health. This leave requires a stop date to be entered in the ESS system.
Leave with Health	Employer paid health benefits if stipulated in the Collective Bargaining Agreement	Health eligibility is extended for the duration of the leave.	Employer pays only for health contributions.	
Worker's Compensation	When injured on the job	Members are eligible for an initial 60 days of Fund Paid Health (FPH). Members need to recertify every six months for a maximum duration of up to 30 months of FPH.	Employer does not pay for health if the leave is reported timely (with 20 days of actual status change.)	If in a NY location, employer pays for the first seven days of health if reported timely. Members in the Basic and TRISTATE plan receive an initial 60 days of FPH and will need to recertify for a maximum duration of six months of FPH.
Military Leave	When the member is working for the armed forces or is deployed	Members are eligible for 30 days of Fund Paid Health (FPH).	Employer does not pay for benefits if the leave is reported timely (within 20 days of actual status change).	
Seasonal Leave	If stipulated in the Collective Bargaining Agreement. For event workers.	Eligibility stops on the leave start date. There is no Fund Paid Health (FPH).	Employer does not pay for benefits if the leave is reported timely (within 20 days of actual status change).	
Brigade Leave	When the member comes to work for the union	All benefits are maintained. The union notifies the Department of Eligibility, who places the member on brigade leave.	Benefits under brigade leaves are paid by the union and always reported timely, so the employer is not billed.	