

**Leave of Absence**

- Open - Pending
  - New case, eligibility under review
- Open - Conditional
  - Eligibility confirmed - future first day absent or we are awaiting certification
- Open - Approved
  - Absence is approved and certified
- Closed - Conditional
  - Intermittent time was requested however never taken
- Closed - Cancelled
  - Duplicate Case, Employee requested cancelation or Nike advised to close a employer specific policy
- Closed - Terminated
  - Separation of employment
- Closed - Denied
  - Not eligible or Eligible but no certification received

**ADA****Accommodation Type:**

- At Work Accommodation
  - Accommodation to an essential job duty – No time lost from work
- LOA Accommodation
  - Accommodation includes a Leave of Absence
- Both
  - Accommodation includes both an At Work and LOA accommodation
- Not Determined
  - Have not concluded in the Intake review to determine one of the above types

**Accommodation Status/Sub-status**

- Open - Under review
  - New claim and eligibility under review
- Open - Pending Business Response
  - Awaiting decision from UCI
- Open - Currently Accommodated
  - Accommodation(s) approved
- Closed - Accommodation Ineffective
  - The accommodation is not meeting needs
- Closed - Accommodation no longer needed

- Closed - Duplicate Request
- Closed - Client Managed
  - UCI is handling internally, for example: Work from home
- Closed - Request withdrawn
  - Employee request to withdraw the request
- Closed - Claimant has transitioned to STD
  - Employee transitions from an approved accommodation to Short-Term Disability
- Closed - Death
- Closed - Employee did not participate
  - Unable to complete interactive discussion with the employee
- Closed - Employer unable to accommodate
  - Impact to performance/production standards
- Closed - Employer unable to accommodate
  - Offered, employee refused
- Closed - Employer unable to accommodate
  - Removal of essential job function
- Closed - Employer unable to accommodate
- Closed - End of employment
- Closed - Insufficient medical information
  - Failure to submit medical information
- Closed - Insufficient medical information
  - Failure to provide ongoing medical information
- Closed - Insufficient medical information
  - Medical did not support request
- Closed - Not eligible, Eligible for Other Leave
  - Following review determined that eligibility is met under another Leave type, for example FMLA
- Closed - Not eligible, Inappropriate request
  - Request is not covered under FMLA regulations
- Closed - Not eligible, No impact to essential job functions
  - Request does not have an impact on essential job functions
- Closed - Not eligible, Request managed by another claim type
  - Employee meets criteria for Disability or Leave of Absence
- Closed – Other
  - When none of the above is applicable