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• Closed - Request withdrawn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