

VCHRP - LOA - (FFCRA) - ACTION & REASON CODE LIST - Revision eff 04/01/20

Leave of Absence Description	Person	VCHRP Action Code	VCHRP Reason Code	PAF Action	PAF Reason	Sequence
A. Personal medical leaves under FMLA with a medical note						
Organizational Leave	Self	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Medical Leave with FMLA	Self	Paid Leave of Absence	Medical FMLA/CFRA	PLA	HEA	1
Medical FMLA with Benefits	Self	Unpaid Leave of Absence	Medical FMLA/CFRA with Benefits	LOA	HEB	1
Medical FMLA without Benefits	Self	Unpaid Leave of Absence	Medical FMLA/CFRA without Benefits	LOA	HEW	0
B. Personal medical leaves due to FMLA exhausted with a medical note						
Organizational Leave	Self	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Medical Leave Non-FMLA	Self	Paid Leave of Absence	Medical ADA/FEHA	PLA	MED	1
Medical Non-FMLA with Benefits	Self	Unpaid Leave of Absence	Medical ADA/FEHA with Benefits	LOA	MEB	1
Medical Non-FMLA without Benefits	Self	Unpaid Leave of Absence	Medical ADA/FEHA without Benefits	LOA	MEW	0
C. Family medical leave for eligible family member including minor age child school/child care closure, under the Emergency FMLA Expansion Act						
Organizational Leave	Family	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Family Medical FMLA	Family	Paid Leave of Absence	Family Medical with FMLA/CFRA	PLA	FMC	1
Family Medical FMLA with Benefits	Family	Unpaid Leave of Absence	Family Medical with Benefits	LOA	FCB	1
Family Medical FMLA without Benefits	Family	Unpaid Leave of Absence	Family Medical without Benefits	LOA	FCW	0
D. Personal or family medical leave for eligible family member including teleworking part-time due to minor age child school/child care closure						
Organizational Leave	Both	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Intermittent Leave FMLA for Self	Self	Paid Leave of Absence	Intermittent for Self	PLA	INT	1
Intermittent Leave FMLA for Family incl FMLA Exp Act	Family	Paid Leave of Absence	Intermittent for Family	PLA	INF	1
E. Personal leaves of absence for all other reasons including: EE who is self-quarantine or symptomatic and without a medical note, EE working intermittently and is "cycle on and cycle off" EE, and EE who does not qualify for FMLA under sections A, C and D.						
Organizational Leave	Both	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Personal Leave Non-FMLA	Both	Paid Leave of Absence	Personal Leave	PLA	PER	1
Personal Leave Non-FMLA	Both	Unpaid Leave of Absence	Personal Leave	LOA	PER	1

VCHRP - LOA - (prior FFCRA) ACTION & REASON CODE LIST - Eff 03/13/20 - 03/31/20

Leave of Absence Description	Person	VCHRP Action Code	VCHRP Reason Code	PAF Action	PAF Reason	Sequence
A. Personal medical leaves under FMLA with a medical note						
Organizational Leave	Self	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Medical Leave with FMLA/CFRA	Self	Paid Leave of Absence	Medical FMLA/CFRA	PLA	HEA	1
Medical FMLA/CFRA with Benefits	Self	Unpaid Leave of Absence	Medical FMLA/CFRA with Benefits	LOA	HEB	1
Medical FMLA/CFRA without Benefits	Self	Unpaid Leave of Absence	Medical FMLA/CFRA without Benefits	LOA	HEW	0
B. Personal medical leaves due to FMLA exhausted with a medical note						
Organizational Leave	Self	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Medical Leave Non-FMLA/CFRA	Self	Paid Leave of Absence	Medical ADA/FEHA	PLA	MED	1
Medical Non-FMLA/CFRA with Benefits	Self	Unpaid Leave of Absence	Medical ADA/FEHA with Benefits	LOA	MEB	1
Medical Non-FMLA/CFRA without Benefits	Self	Unpaid Leave of Absence	Medical ADA/FEHA without Benefits	LOA	MEW	0
C. Family leave due to minor age child school/child care closure						
Organizational Leave	Family	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Personal Leave Non-FMLA	Family	Paid Leave of Absence	Personal Leave	PLA	PER	1
Personal Leave Non-FMLA	Family	Unpaid Leave of Absence	Personal Leave	LOA	PER	1
D. Personal medical or family medical leave with a medical note						
Organizational Leave	Both	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Intermittent Leave FMLA/CFRA for Self	Self	Paid Leave of Absence	Intermittent for Self	PLA	INT	1
Intermittent Leave FMLA/CFRA for Family	Family	Paid Leave of Absence	Intermittent for Family	PLA	INF	1
E. Personal leaves of absence for all other reasons including: EE who is self-quarantine or symptomatic and without a medical note. EE working intermittently and is "cycle on and cycle off" EE, and EE who does not qualify for FMLA under sections A and D.						
Organizational Leave	All	Paid/Unpaid	Organizational Leave	PLA/LOA	ORG	0
Personal Leave Non-FMLA/CFRA	All	Paid Leave of Absence	Personal Leave	PLA	PER	1
Personal Leave Non-FMLA/CFRA	All	Unpaid Leave of Absence	Personal Leave	LOA	PER	1