



## EastGroup Family Medical Leave

EastGroup Properties does not employ 50 or more employees within a 75-mile radius, therefore we do not fall under the federal Family and Medical Leave Act (FMLA). However, the Company may provide an unpaid leave of absence for similar circumstances. The Company will also abide by any state regulated leave laws.

Please note there are many requirements, qualifications, and exceptions under these laws, and each employee's situation is different. Contact the Human Resources department to discuss options for leave.

**Reasons for Taking Leave.** Under the FMLA law, unpaid leave may be requested for pregnancy and prenatal care; preplacement activities, birth, adoption, or foster placement of a child; or the serious health condition of a child, spouse, parent, domestic partner, or the employee.

**Military Family Leave Entitlements.** Under the FMLA law, unpaid leave may also be requested by eligible employees who have any qualifying exigency arising out of the fact that the spouse or a son, daughter, parent, domestic partner, or next of kin of the employee is on covered active duty (or has been notified of an impending call or order to covered active duty) in the armed forces and may use their 12-week entitlement to address certain qualifying circumstances. Qualifying circumstances may include deploying on short-notice, attending certain military events, arranging for alternative child care and school activities, addressing certain financial and legal arrangements, attending certain counseling sessions, engaging in rest and recuperation, and attending post deployment reintegration briefings.

The federal FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered service member during a single 12-month period. This leave applies if the employee is the spouse, son, daughter, parent, domestic partner, or next of kin caring for a covered military service member or veteran recovering from an injury or illness suffered while on active duty in the armed forces or that existed before the beginning of the member's active duty and was aggravated by service or that manifested itself before or after the member became a veteran.

**Leave Designation.** If an employee does not expressly request FMLA leave/unpaid leave of absence, the Company reserves the right to place the employee on a leave of absence status and will give notice to the employee. If an absence is a qualifying event under FMLA/unpaid leave of absence, the leave will run concurrent with short-term disability, long-term disability, PTO, workers' compensation, and/or any other leave where permitted by state and federal law.

**Benefits.** Employees who are granted leave of absence must coordinate their continued benefits and payment of premiums with the Human Resources department. While on unpaid leave,

premiums must be kept current by the employee. Payments that are 30 days or more late may result in the termination of benefits.

**Job Protection.** An employee's job, or an equivalent job, is protected while the employee is on approved leave.

**Return-to-Work Policy.** When such work is available, the Company will attempt to provide an employee with a temporary modified or light-duty assignment in accordance with documented medical restrictions.

Employees that take a leave of absence may be asked to provide certification from their provider detailing work restrictions, accommodations, and an estimated return to work date. A new certification may be required every 30 days while the employee is on leave. EastGroup also reserves the right to request a second opinion at the Company's expense to verify an employee's inability to work. All employees will be asked to present a work release from their doctor before returning to work after a leave of absence.