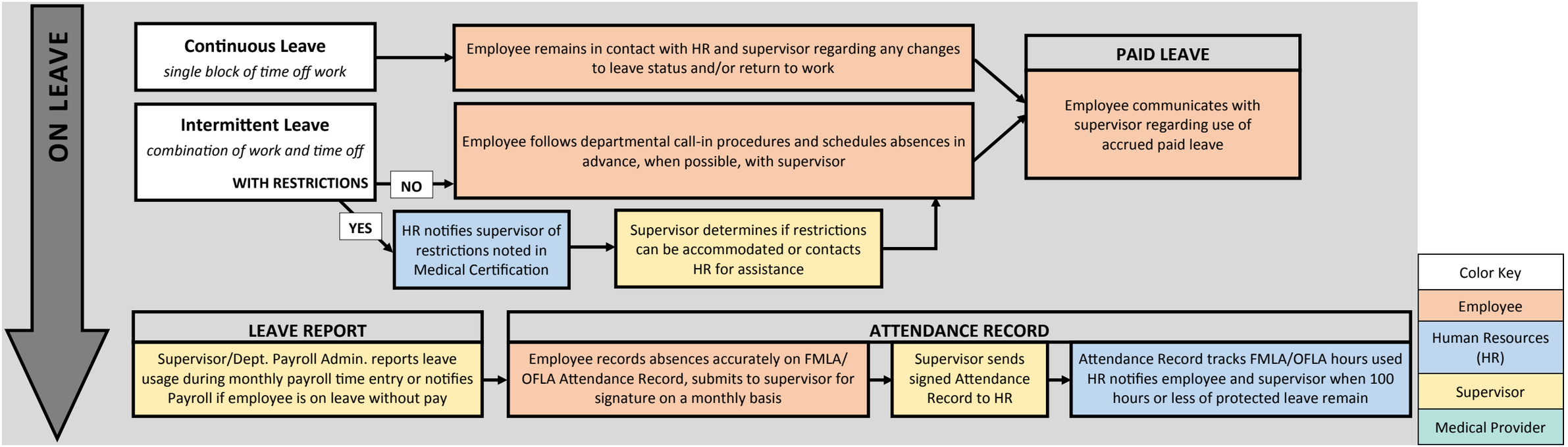FMLA and/or OFLA Process: On Leave