

NEW

Coming Soon! Paid Family and Medical Leave

New Paid Family & Medical Leave (PFML)
benefits begin January 1, 2021.



Your agency's HR leave coordinator will be your PFML connection!

NOTICE IS REQUIRED!

When you need leave, your first step is to contact your HR leave coordinator.
They can answer your questions including concerns about eligibility and how to apply.

What is PFML?

Paid Family and Medical Leave is a statewide program that will provide eligible employees job protection and temporary income replacement during leaves for:



Family Leave (12 weeks – unless otherwise indicated)

- To bond with child during the first 12 months (birth, adoption, or placement)
- To care for a family member with serious health condition
- Qualifying exigency due to active duty or notification of impending call or order to active duty of a family member in the Armed Forces/National Guard
- To care for a family member who is a covered service member with a serious health condition (26 weeks)

Medical Leave (20 weeks)

- An employee is incapacitated from work due to their own serious health condition

Who is a PFML family member?

- Spouse
- Child – *biological, adopted, foster child, stepchild, legal ward and a child to whom the covered individual stands or stood in loco parentis*
- Parent – *biological, adoptive, step or foster mother or father of the covered individual*
- Domestic partner
- Parent of spouse or parent of domestic partner
- Person who stood in loco parentis to the covered individual when the covered individual was a minor child
- Grandchild
- Grandparent – *parent of the covered individual's parent*
- Sibling – *the biological, adoptive, step-brother or sister of the covered individual*

When does the benefit take effect?

- January 1, 2021 for leaves related to the employee's own illness/injury; the birth, adoption or placement of a child in foster care; to care for a covered service member or qualifying (military) exigency due to a family member's call to active duty.
- July 1, 2021 for leaves to care for family member with an illness/injury

Paid Leave Benefits

Employees can elect to use their accruals or apply to take the temporary income replacement from the Department of Family and Medical Leave (DFML).

If approved for an income replacement benefit from the DFML employees will:

- *be on a job protected, but unpaid leave status, from their agency*
- *have their benefit amount determined by the DFML*
- *not accrue additional leave or creditable service while receiving the income replacement from the DFML*
- *will be direct billed for their GIC insurance premiums*

Employees cannot be paid by both their Agency and the DFML for the same period of time.

Change to the Benefit Year

- Employees are eligible for 12 weeks of family leave and 20 weeks of medical leave per Benefit Year and the maximum amount of combined family and medical leave benefits is capped at 26 weeks per Benefit Year.
- The new PFML law changed how the Benefit Year is determined.
- Beginning January 1, 2021, the Benefit Year will be the 52 consecutive weeks beginning on the Sunday prior to an employee's first day of Family or Medical Leave. After the completion of a Benefit Year, the next 12-month Benefit Year will begin the next time FMLA/PFML leave is taken.