

COMPARING PAID FAMILY LEAVE (PFL) & FAMILY MEDICAL LEAVE ACT (FMLA)

	PFL	FMLA
Eligibility	Employees regularly scheduled 20 or more hours per week are eligible after 26 weeks or Employees with a regular schedule of less than 20 hours per week are eligible after 175 days worked	Employees with one year of service and who have worked 1,250 hours during the immediately preceding 12 months.
Eligible Reasons	Bonding time within 12 months of birth or placement of child Care for a family member with a serious health condition Assist a family member called to active military service	Bonding time within 12 months of birth or placement of child Care for a family member with a serious health condition Assist a family member called to active military service For the employees' own serious health issue
Eligible Family Members	Family with Serious Health Issue- spouse/domestic partner, child, parent (in-laws included), grandparent, or grandchild For military service of a family member- spouse/domestic partner, child or parent	Family with Serious Health Issue- spouse/domestic partner*, child, or parent For military service of a family member- spouse/domestic partner*, child or parent.
Length of Leave	8 weeks in 2018	12 weeks in a 12 month period

	Note: a maximum of 26 weeks of combined disability and PFL in a 52-week period Scheduled to increase to 10 weeks in 2019/2020 and 12 weeks in 2021	
Paid	Yes	No
Increments of Time	PFL must be taken in whole day increments	In some instances, FMLA can be taken in ½-hour increments
Use of Accrued Time	Employees are not required to use Vacation or PTO, but may if they prefer	Employees are required to use Vacation or PTO
Job Protection	Yes	Yes
Health Benefits Continuation	Yes, with continued contribution to the premium	Yes, with continued contribution to the premium
Impact on Workers Compensation/Disability	Cannot take full disability or workers compensation at the same time as PFL. Maximum of 26 weeks total of disability and PFL in a 52-week period	FMLA runs concurrently with Workers Compensation or Disability
FMLA and PFL Concurrent	FMLA will run concurrently if the PFL reason and family member also qualifies for FMLA	PFL will run concurrently if the FMLA reason and family member also qualifies for PFL, even if the employee chooses not to apply for the paid PFL. FMLA hours that also qualify for PFL may be added together to meet the employee's usual workday and can be deducted from PFL eligibility.

* Our FMLA policy includes domestic partners as eligible family members, even though the FMLA law does not require this.