

COMPARING

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

	PFL	FMLA
Eligibility	Employees regularly scheduled 20 or more hrs. per week are eligible after 26 weeks or Employees with a regular schedule of less than 20 hrs. per week are eligible after 175 days of worked.	Employees with one year of service and who have worked 1,250 hrs. during the immediately preceding 12 months.
Eligible Reasons	<ul style="list-style-type: none"> -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. 	<ul style="list-style-type: none"> - 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 employees own serious health condition.
Eligible Family Members	Family with Serious Health Issue: spouse/domestic partner, child, parent (in-laws included), grandparent, or grandchild.	Family with Serious Health Issue: spouse, child, or parent For military service of a family member: spouse, child, or parent.
Length of Leave	10 Weeks in 2019 <i>Note: a maximum of 26 weeks of combined disability and PFL in 52-week period.</i>	12 weeks in a 12-month period (measured backward from date of any leave usage)
Paid	YES	NO
Increments of Time	PFL must be taken in whole day increments.	In some instances, FMLA can be taken in ½- hr. 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. <i>Sabin will pay your share of the premiums during leave, and recover these payments from you upon your return to work.</i>	Yes. <i>Sabin will pay your share of the premiums during leave, and recover these payments from you upon your return to work</i>
Impact on Workers Compensation/Disability	Cannot take full disability or workers com at the same time as PFL. Max of 26 weeks total of disability and PFL in 52-week period.	FMLA runs concurrently with WC or Disability.
FMLA an PFL Concurrent	FMLA will run concurrently if the PFL reason & family member qualifies for FMLA.	PFL will run concurrently if the FMLA reason & 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.