

# Paid Family Medical Leave FAQ

## Effective May 22, 2023

### 1. Who qualifies for Paid Family Medical Leave (PFML)?

Employees who have worked for the state for a year or more, have worked 1,250 hours in the preceding 12-month period, have 80 or fewer hours of sick leave, and have a qualifying PFMLA event.

### 2. What is the difference between paid family leave and paid family medical leave?

**Paid Family Leave** is for the purposes of bonding after birth or placement for adoption of a child.

**Paid Family Medical Leave** is a benefit for employees to who are on FMLA for reasons outside of the birth or placement for adoption and foster care, have 80 or less hours of sick leave, and who have missed more than three consecutive work days due to their FMLA qualifying event.

### 3. If my sick leave balance is under 80 hours and I qualify for FMLA, will I receive paid medical leave on the first day missed?

No. An employee must be out of work for three consecutive scheduled workdays before PFML kicks in.

### 5. If I have intermittent FMLA, will I receive paid medical leave?

Paid Family Medical Leave is not intended for intermittent use. PFML is only available for employees AFTER three consecutive scheduled full workdays off for a qualifying FMLA event. This is also the case for each subsequent absence for the same FMLA reason.

### 6. If I am out on FMLA on May 22, do I qualify for PFML?

No, only those who qualify for PFML and who begin their leave on or after May 22, 2023 are eligible.

### 7. If I am earning leave while out and accrue over 80 of hours sick leave, will PFML end until my sick leave balance returns to 80 or few hours?

No, a continuous absence on PFML will not require you to maintain a sick leave balance of 80 hours or below.

### 8. If I have already used all of my FMLA, do I still get PFML?

No, FMLA and PFML run concurrently.

### 9. Does the birth of a child or placement of a child for adoption or foster care qualify for PFML?

No. Leave for the purpose of bonding after the birth of a child or placement of a child for adoption is covered under the Paid Family Leave (PFL) program and policy. Placement of a foster child is not eligible for PFL or PFML.

### 10. I am salaried and have 85 hours of sick leave. Do I need to use my sick leave in eight hour increments to get below 80 hours?

Yes. Paid Family Medical Leave will begin after three full days of leave. Since you would be required to use a minimum of three days of leave before being eligible for PFML, your leave balance at that point would be 61 hours.