



# Boston University Medical Group

## Parental Leave Options for Primary Caregivers<sup>1</sup>



Below are three (3) scenarios BUMG primary caregivers may be able to use to maximize leave time or income for an approved parental leave per BUMG personnel policies (<https://bostonmedicalcenter.policytech.com/docview/?docid=1679>).

This information is presented for illustrative purposes only and does not represent all possible options, which may vary from case to case. For specific questions regarding your eligibility and leave status, please contact the BU HR Service Center at 617-353-2380 or at [leaves@bu.edu](mailto:leaves@bu.edu).

Leave Timeline												Salary and RVU examples At a \$260K annual salary and 2,600 annual wRVU target <sup>3</sup>		
Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Salary Received	BUMG Funding <sup>4</sup>	Adjusted wRVU

### Maximize Leave Time:

#### Scenario 1: 12 weeks of FMLA<sup>5</sup> leave; 8 weeks paid Parental Leave & 4 weeks unpaid leave<sup>2</sup>

8 weeks paid Parental Leave	4 weeks unpaid <sup>2</sup>	\$ 240,000	\$ 40,000	2,000
12 weeks of FMLA <sup>5</sup> with wRVU relief				

### Maximize Income:

#### Scenario 2: 12 weeks of FMLA<sup>5</sup> leave; 8 weeks paid Parental Leave & 4 weeks paid vacation<sup>2</sup>

8 weeks paid Parental Leave	4 weeks paid Vacation <sup>2</sup>	\$ 260,000	\$ 40,000	2,000
12 weeks of FMLA <sup>5</sup> with wRVU relief				

#### Scenario 3: 8 weeks paid Parental Leave and return to work in week 9

8 weeks paid Parental Leave		\$ 260,000	\$ 40,000	2,200
8 weeks of wRVU relief				

<sup>1</sup>The "primary caregiver" is the primary person responsible for the care of the child. A "primary caregiver" will have primary responsibility for the care of the child immediately following the birth, adoption or placement of the child into the custody, care and control of the parent for the first time. This definition applies to birth, adoption and other legal placements, such as surrogacy and foster care arrangements. BUMG Personnel Policy, # 22\_07\_010, depends on, and assumes, the good faith of its participants. Any falsification of information related to the status of primary caregiver may lead to disciplinary action up to and including termination.

<sup>2</sup>Up to 4 weeks vacation or unpaid leave may be taken before or after the 8 week paid parental leave. May also be split into increments before and after the paid parental leave.

<sup>3</sup>Annual RVU targets are pre-adjusted to include 4 weeks of vacation leave. Assumptions used for the examples above are summarized in the table below.

Assumption	Salary	RVU Target
Annual	\$260,000	2,600
Weekly	\$5,000	50

<sup>4</sup>Provided from BUMG's central funding pool to the department to cover salary during a BUMG paid parental leave.

<sup>5</sup>The Federal Family Medical Leave Act of 1993 provides up to 12 weeks of job-protected, unpaid leave in a rolling 12-month period for individuals employed for at least 12 months within past 7 years, and who have worked at least 1250 hours in 12 months prior to start of leave date; may be used for birth or placement for adoption or foster care of a new son or daughter and to care for that child (or other qualifying reasons); for more information, see BUMG personnel policies.