



# Boston University Medical Group

## Paid Family and Medical Leave Policy

As of January 1, 2021, pursuant to the Massachusetts Family and Medical Leave Law (MA FML) employees are eligible for a maximum paid leave of up to 26 weeks of any combination of personal medical and family leaves<sup>1</sup>. All current BUMG employees (full-time and part-time) shall be eligible for paid leave upon hire. Paid leave under MA FML provides job protection and runs concurrently with leave taken under the Massachusetts Parental Leave Act (MPLA) and the Family and Medical Leave Act of 1993 (FMLA).

This grid is a reference tool only. For details on all leaves cited above, please refer to the [BUMG Personnel Policies](#).

For questions, please contact the BU HR Service Center at 617-353-2380 or at [leaves@bu.edu](mailto:leaves@bu.edu).

If You:	Your leave may be classified as:	Compensation	wRVU Relief
Have a serious health condition <sup>2</sup> (other than a routine illness)	Medical Leave	<ul style="list-style-type: none"> <li>8 weeks at full pay<sup>4</sup></li> <li>12 weeks at 67% pay<sup>4</sup> to IRScap<sup>5</sup></li> </ul>	Yes (Per medical certification)
Are a birth parent (may be eligible for medical and family leaves)	Medical Leave -Birth Recovery	<i>NOTE: Average duration for birth recovery is 6 weeks, but may be higher per medical certification</i> <ul style="list-style-type: none"> <li>6 weeks birth recovery<sup>6</sup> at full pay<sup>4</sup></li> </ul>	Yes (Per medical certification)
	Family Leave -Parental Bonding	<ul style="list-style-type: none"> <li>2 weeks at full pay<sup>4</sup></li> <li>10 weeks at state maximum benefit<sup>7</sup></li> </ul>	Yes (12 weeks)
Are a non-birth parent, including adoptive, foster, surrogate	Family Leave -Parental Bonding	<ul style="list-style-type: none"> <li>2 weeks at full pay<sup>4</sup></li> <li>10 weeks at state maximum benefit<sup>7</sup></li> </ul>	Yes (12 weeks)
Need to take care of a family member <sup>3</sup> with a serious health condition <sup>2</sup>	Family Leave -Family Caregiver	<ul style="list-style-type: none"> <li>2 weeks at full pay<sup>4</sup></li> <li>10 weeks at state maximum benefit<sup>7</sup></li> </ul>	Yes (12 weeks)
Have a family member <sup>3</sup> who was activated for military duty	Family Leave -Military Exigency	<ul style="list-style-type: none"> <li>2 weeks at full pay<sup>4</sup></li> <li>10 weeks at state maximum benefit<sup>7</sup></li> </ul>	Yes (12 weeks)
Have a family member <sup>3</sup> who was injured or became seriously ill while on military duty	Family Leave -Care for Covered Service Member	<ul style="list-style-type: none"> <li>2 weeks at full pay<sup>4</sup></li> <li>24 weeks at state maximum benefit<sup>7</sup></li> </ul>	Yes (26 weeks)

### DEFINITIONS

<sup>1</sup> Per benefit year, which is defined as the period of 52 consecutive weeks beginning on the Sunday immediately preceding the first day that job-protected leave under MA FML commences for the eligible employee.

<sup>2</sup> A serious medical condition, as certified by a health care provider, is defined as an illness, injury, impairment or physical or mental condition that involves: (a) inpatient care in a hospital, hospice or residential medical facility; or (b) continuing treatment by a health care provider.

<sup>3</sup> A family member is defined as the spouse, domestic partner, child, parent or parent of a spouse or domestic partner of the eligible employee; a person who stood in loco parentis to the eligible employee when the eligible employee was a minor child; or a grandchild, grandparent or sibling of the eligible employee.

<sup>4</sup> Pay = average monthly total compensation made up of salary, incentive and bonus amounts paid over the 12 months preceding the month in which leave commences.

<sup>5</sup> IRS salary cap for benefits = \$290,000 for AY 2022 (7/1/21 – 6/30/22); adjusted annually.

<sup>6</sup> Expected duration for birth recovery is 6 weeks; additional medical leave may be certified by a medical professional in the event of complications.

<sup>7</sup> State maximum benefit = \$1,084.31 week for CY 2022; adjusted annually.