



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 leaves¹. 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.

| If You: | Your leave may be classified as: | Compensation | wRVU Relief |
|--|--|---|------------------------------------|
| Have a serious health condition ² (other than a routine illness) | Medical Leave | <ul style="list-style-type: none"> 8 weeks at full pay⁴ 12 weeks at 67% pay⁴ to IRS cap⁵ | 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"> 6 weeks birth recovery⁶ at full pay⁴ | Yes (Per medical certification) |
| | Family Leave -Parental Bonding | <ul style="list-style-type: none"> 2 weeks at full pay⁴ 10 weeks at state maximum benefit⁷ | Yes (12 weeks) |
| Are a non-birth parent, including adoptive, foster, surrogate | Family Leave -Parental Bonding | <ul style="list-style-type: none"> 2 weeks at full pay⁴ 10 weeks at state maximum benefit⁷ | Yes (12 weeks) |
| Need to take care of a family member ³ with a serious health condition ² | Family Leave -Family Caregiver | <ul style="list-style-type: none"> 2 weeks at full pay⁴ 10 weeks at state maximum benefit⁷ | Yes (12 weeks) |
| Have a family member ³ who was activated for military duty | Family Leave -Military Exigency | <ul style="list-style-type: none"> 2 weeks at full pay⁴ 10 weeks at state maximum benefit⁷ | Yes (12 weeks) |
| Have a family member ³ who was injured or became seriously ill while on military duty | Family Leave -Care for Covered Service Member | <ul style="list-style-type: none"> 2 weeks at full pay⁴ 24 weeks at state maximum benefit⁷ | Yes (26 weeks) |

DEFINITIONS

¹ 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.

² 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.

³ 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.

⁴ 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.

⁵ IRS salary cap for benefits = \$345,000 for CY 2024; adjusted annually.

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

⁷ State maximum benefit = \$1,149.90/week for CY 2024; adjusted annually.