

PAID FAMILY LEAVE CASE EXAMPLES

Case #1

An employee was on STD for 20 weeks and then returned to work. A couple months later, the employee requested an 8 week block of time for PFL to take care of a family member with a serious illness.

Results: An employee may only use a combined 26 weeks of STD and PFL during any 52-week period. In this case, the employee would only be approved for PFL for 6 weeks because he/she had already used 20 weeks of STD during the previous 52 weeks.

Case #2

An employee was approved to take 8 weeks of PFL for his grandchild who had a serious health condition. When he returned, he requested intermittent leave under FMLA for his mother's serious health condition. Did he have 12 weeks of FMLA to take?

Results: The 8 weeks of PFL that the employee took did not count against his FMLA entitlement because he did not take PFL for an FMLA-qualifying reason (an employee may not take FMLA to care for a grandchild). Therefore, the employee still has 12 weeks of FMLA available.

Case #3

An employee took 6 weeks of PFL for her son's serious health condition. Upon return to work, the employee became ill with her own serious health condition. She went out on STD and her doctor disabled her for 26 weeks. Was she able to receive STD payments for the 26 weeks she was disabled?

Results: An employee may only use a combined 26 weeks of STD and PFL during any 52-week period. Because the employee already took 6 weeks of PFL earlier in the year, she only has 20 weeks of STD available to her.

Case #4

An employee had a baby in June of 2017 and was away for 12 weeks. She was on STD and FMLA for 6 weeks and remained out another 6 weeks under FMLA. Will she be able to take 8 weeks of PFL in 2018?

Results: yes, if eligible, the employee can take another 8 weeks of PFL either in a block of time or intermittently in 2018 as long as it is within the first 12 months of birth.