

Approved Leave	Current City Benefit		NEW City Proposal	MA PFML
Type of pay/timeline	MPL/FMLA Parental	FMLA Family/Medical Care	Family/Medical	
0-2 weeks	PAID 100% as parental leave	Paid accrued PTO; unpaid if PTO exhausted. FMLA leave for medical reason or care of family member.	PAID 100% for any FMLA-qualifying reason (family, medical)	Paid at 80% of employees average weekly wage up to 50% of "state average weekly wage," then paid at 50% of employees average weekly wage for remainder of wages, or a maximum weekly benefit of \$1,149.90 (2024) a week - parental leave: care and bonding
2-4 weeks	Paid accrued sick/ personal/ vacation paid time off (PTO); unpaid if PTO exhausted. MPL/FMLA leave			
4-6 weeks				
6-8 weeks				
8-10 weeks	Paid accrued PTO; unpaid if PTO exhausted. FMLA leave		Paid accrued PTO; unpaid if PTO exhausted. FMLA leave for family, medical	
10-12 weeks				
12-14 weeks		Paid accrued PTO; unpaid if PTO exhausted. FMLA leave for care of family member in the armed services.	Paid accrued PTO; unpaid if PTO exhausted. FMLA leave for medical care of family member in the armed services.	Paid up to 20 weeks for serious medical condition for yourself, at the same rate described above
14-16 weeks				
16-18 weeks				
18-20 weeks				
20-22 weeks				
22-24 weeks				
24-26 weeks				
Length of Employment, Eligibility Threshold, and Pay Requirements	After 3 months of employment, employees eligible for 8 weeks of job-protected, unpaid parental leave under MA Parental Leave (MPL). After 12 months of employment, employees eligible for 12 weeks of job-protected, unpaid parental leave under MPL and FMLA.	After 12 months of employment, eligible for 12 weeks of job-protected, unpaid medical leave or care of family member; up to 26 weeks for care of family in the armed services.	Under FMLA, after 12 months of employment , eligible for 12 weeks of job-protected, unpaid medical leave for self/family; up to 26 weeks for care of family in the armed services. Under City's proposal, City pays 8 weeks paid medical leave at 100%, with option to supplement remaining 4 weeks with PTO.	You must (1) work for a covered employer (or one that had opted into program) that does not have a private plan that provides the same or better coverage, (2) have earned a minimum amount within the last 4 quarters (currently, \$6,300), and (3) have earned at least 30x the weekly benefit amount to which you would be entitled in the last 4 quarters.
Further Details	Leaves due to childbirth, adoption, or foster care must be completed within 12 months of the date of birth or date of adoption/foster care placement. The leave may be taken as one block of continuous time, on an intermittent basis, or as a combination of both.	FMLA medical leaves cover up to 12 weeks of continual or intermittent leave for both an employee's own serious medical condition and/or care of a family member with a serious health condition. FMLA also covers up to 26 weeks of leave in a calendar year to care for a family member in the armed services.	Leaves due to childbirth, adoption, or foster care must be completed within 12 months of the date of birth or date of adoption/foster care placement. The leave may be taken as one block of continuous time, on an intermittent basis, or as a combination of both. FMLA medical leaves cover up to 12 weeks of continual or intermittent leave for both an employee's own serious medical condition and/or care of a family member with a serious health condition. FMLA also covers up to 26 weeks of leave in a calendar year to care for a family member in the armed services.	12-week leave due to childbirth, adoption, or foster care; must be completed within 12 months of the date of birth or date of adoption/foster care placement. Up to 20 weeks of leave for an employee's own serious medical condition. Up to 26 weeks of leave in a calendar year to care for a family member injured in the armed services.