



Paid family leave laws are changing across the U.S. as more states recognize the importance of employee time off for caring and healing.

Stay up to date with the latest in paid leave legislation with **Leave and Absence Management Solutions from Unum.**

Who is covered?

Employer coverage

- All employers are covered
- Employers may use the state or a private plan. Private plans must be approved by the state
- Self-employed individuals may elect coverage under certain conditions

Employee eligibility

- All employees are eligible, regardless of their length of service with the employer or hours worked. They must have earned at least:
 - \$4,700 during the last 4 completed calendar quarters AND
 - 30 times the weekly benefit amount they are eligible to collect

Reasons for leave

- To care for a family member with a serious health condition (child, spouse, domestic partner, parent, parent-in-law, grandparent, grandchild, sibling)
- To care for an employee's own serious health condition
- To bond with a new child due to birth, adoption or foster-care placement within the first year of the child's birth or placement
- To care for a family member who is a covered service member with a serious injury or illness that was incurred or aggravated in the line of duty
- For qualifying military events related to a family member on active military duty

Benefit amount

Maximum annual leave duration

- **Family Leave:** 12 weeks
- **Medical Leave:** 20 weeks
- **Military Caregiver Leave:** 26 weeks
- **Combined paid leave per benefit year:** 26 weeks

Pay during leave

- Employees receive 80% of their wages up to 50% of the state average weekly wage, and then 50% of his or her wages above that amount
- Maximum weekly benefit = \$850

Other protection and provisions

- Employers must provide continuation of health insurance benefits
- Employers must restore the employee to his/her previous or equivalent position
- A 7-calendar-day waiting period applies



With Unum Leave and Absence Management Solutions, you can be sure your organization stays in compliance with ever-changing laws, helping you avoid costly fines and legal fees while ensuring your employees get the time off they're entitled to.

To learn more, visit unum.com/fmla or contact your Unum Sales Representative.

