

# ABOUT PAID FAMILY AND MEDICAL LEAVE



Across the country, states have passed Paid Family and Medical Leave (PFML) programs to assist in providing employees with paid benefits while on Leave. Although the programs and benefits may vary by location, learn more about what PFML may mean to you.

## WHAT IS PAID FAMILY AND MEDICAL LEAVE (PFML)?

- › PFML is a benefit that allows employees to take extended time away from work to care for a family member or for their own non-work-related serious health condition.
- › Employees who take PFML receive a portion of their wages in a paid benefit during their absence. The benefit amount will vary depending on the employee's average wages and based on the state PFML law.

## HOW CAN PFML BE USED?

In general, employees can take PFML to:



Bond with a new child, through birth, adoption or foster placement



Be a caregiver for an ill or injured relative



Respond to certain family military-related events, depending on the state



Tend to their own non-work-related disability

## WHO PAYS FOR AND ADMINISTERS PFML?

- › Eligible employees can apply for and receive these benefits through a state program, an insurance carrier, or their employer, depending on state rules and regulations.
- › PFML programs are generally funded through payroll deductions from employees, employer contributions or a combination of both.

## WHERE IS PFML AVAILABLE?

- › Depending on where an employee works, some form of PFML may be required by state law to provide employees with Paid Family Leave, Paid Medical Leave or both.
- › While the benefits and reasons for Leave may be similar, states may have different titles for their programs. The length of Leave, weekly pay benefits and administration rules also vary.



During the COVID-19 crisis, the federal government and some states created or expanded laws and other mandates giving eligible employees access to various paid and unpaid leaves to provide relief from the impact of COVID-19. Many of these laws were extended into 2021 as the pandemic's impact continues. Get more information on Paid Family and Medical Leave benefits at [The Hartford's COVID-19 Leave Law Guide](#).

To learn more about what states have PFML programs, visit [TheHartford.com/AboutPFML](https://TheHartford.com/AboutPFML)

