



Family and Medical Leave Act (FMLA) vs. Paid Family and Medical Leave (PFML)

PFML laws continue to pass throughout the United States. It's important to understand how this may affect your benefits program and how PFML compares to the FMLA. Review the chart below to understand some of the similarities and differences between FMLA and PFML:

	FMLA	PFML
Does it provide job protection?	Yes	Varies
Is it paid?	No	Yes
What is the length of leave?	12-26 weeks	Varies
Do health benefits continue?	Yes	Varies
Does it require the use of accrued time?	Employer Determines	Varies
Does it allow time to bond with a new child?	Yes	Yes
Does it include time for caring for yourself or a family member with a serious health condition?	Yes	Yes
Does it include caring for military family members?	Yes	Varies
Does it include leave for non-medical domestic and/or sexual violence?	No	Varies

This chart is intended to provide a broad overview of these two programs. Local and state government PFML websites will include more information specific to each locality.

This information is general in nature and should not be considered financial, legal or tax advice. Consult an attorney or a tax professional regarding your specific situation. This content and all downloadable items are up to date as of November 2024 and may not reflect changes in the law, finance, administration or current events.



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