



OVERVIEW OF LEAVE PROGRAMS

	FMLA	MI-PMLA	EFMLEA	EPSL
Effective Date	1993	3/29/2019	4/1/2020	4/1/2020
Expiration	No expiration	No expiration	12/31/2020	12/31/2020
TYPE OF LEAVE COVERED				
Medical leave for self	YES	YES	NO	YES
Medical leave to care for family	YES	YES	NO	YES
Leave to take care of minor child whose school or daycare is closed	NO	YES ⁽¹⁾	YES	YES
KEY PROVISIONS				
Leave period covered by law	12 weeks ⁽²⁾	Up to 40 hours ⁽⁴⁾	12 weeks ⁽²⁾	Up to 80 hours ⁽³⁾ YES (Also, can be used during first 2 weeks of EFMLEA)
Is leave paid?	NO	YES	After 2 weeks	
Amount of leave pay	N/A	Up to 40 hours ⁽⁴⁾	2/3 of regular pay	Full
Cap on leave pay	N/A	NO	NO	NO
Can I take this for smaller increments than 8 hours in a day?	YES	YES	YES ⁽⁵⁾	YES ⁽⁵⁾
Can employee use sick, vacation time to supplement leave	YES	NO	VACATION ONLY	Not applicable
Job Protection	YES	YES	YES	YES

October, 2020

Continued

	FMLA	MI-PMLA	EFMLEA	EPSL
QUALIFICATIONS				
Minimum period of employment for coverage	12 months and at least 1,250 hours worked	90 days	30 days	None
Part-time employees covered?	If criteria is met All employees subject to FMLA rules	YES	YES	YES
Covered employee groups		Non-exempt employees	All employees	All employees

FOOTNOTES

- (1) Only applicable for Public Health Emergencies
- (2) Combination of FMLA and EFMLEA cannot exceed 12 weeks within a rolling 12 month period
- (3) In proportion to their average hours
- (4) Cannot exceed 40 hours within a rolling 12 month period
- (5) Intermittent usage may be granted at leadership discretion