



Boston College Benefits Office

Leave Guide - Maternity

When planning for a maternity leave, make sure to review all of your options and select the best option for you and your family. Under the Massachusetts Paid Family & Medical Leave law (PFML), employees can take up to 12 weeks to bond with their child, and in combination with BC policies the total time they can take is up to 18 weeks (or 20 weeks in the case of a documented Caesarean delivery).

The first 6 - 8 weeks of Maternity Leave

The first six weeks (or the first eight weeks in the case of a documented Caesarean delivery) will be considered paid **Birth Recovery** Leave, and the employee will receive regular pay for that period, not charged to sick or vacation time. This time is considered medical leave under the PFML law.

The following 4 weeks of Maternity Leave

Following the Birth Recovery weeks the mother is eligible for four consecutive weeks of paid **Parental Leave (bonding)**, also not charged to sick or vacation time. This is considered bonding time under the PFML law.

The last 8 weeks of Maternity Leave

The employee can take up to an additional 8 weeks of **Bonding Leave** which can be paid in a number of ways.

Vacation Only:

An employee can use accrued vacation to extend the leave.

Vacation & PFML:

An employee can use accrued vacation. Once vacation is exhausted an employee can apply for PFML benefit payments for up to the remainder of the 8 weeks.

PFML Only:

An employee can choose to receive PFML benefit payments only for up to the remainder of the 8 weeks.

Additional Information:

Any leave taken for the purpose of having or bonding with a child will be considered FMLA leave (assuming you meet the FMLA eligibility requirements) and will run concurrently with PFML leave. The PFML benefit payments are up to a maximum of \$1,230.39 a week. The [mass.gov benefits calculator](https://www.mass.gov/benefits-calculator) may give you a sense of the weekly benefit based on your actual regular salary. The weekly PFML benefit payments are in the form of a paper check from The Standard Insurance Company, not direct deposit, and are mailed to your address on file.

IMPORTANT: When receiving PFML benefit payments, you are considered unpaid from BC's perspective. You will not receive any applicable 401(k) or 403(b) contributions, and you do not accrue vacation and sick time (if applicable). You will also be responsible for your normal active employee medical, dental and vision plan premiums while on PFML. Upon return, missed premiums will be double deducted until all missed premiums have been repaid.

If this is something you would like to take advantage of, work with your department on the expected leave time. When you submit the [request for leave form](#), please indicate in the comments how much time will be taken under PFML, if any. Once we have confirmation of the expected dates we can send information on how to apply for the benefit.

For a current list of dedicated lactation rooms, visit www.bc.edu/lactationrooms.