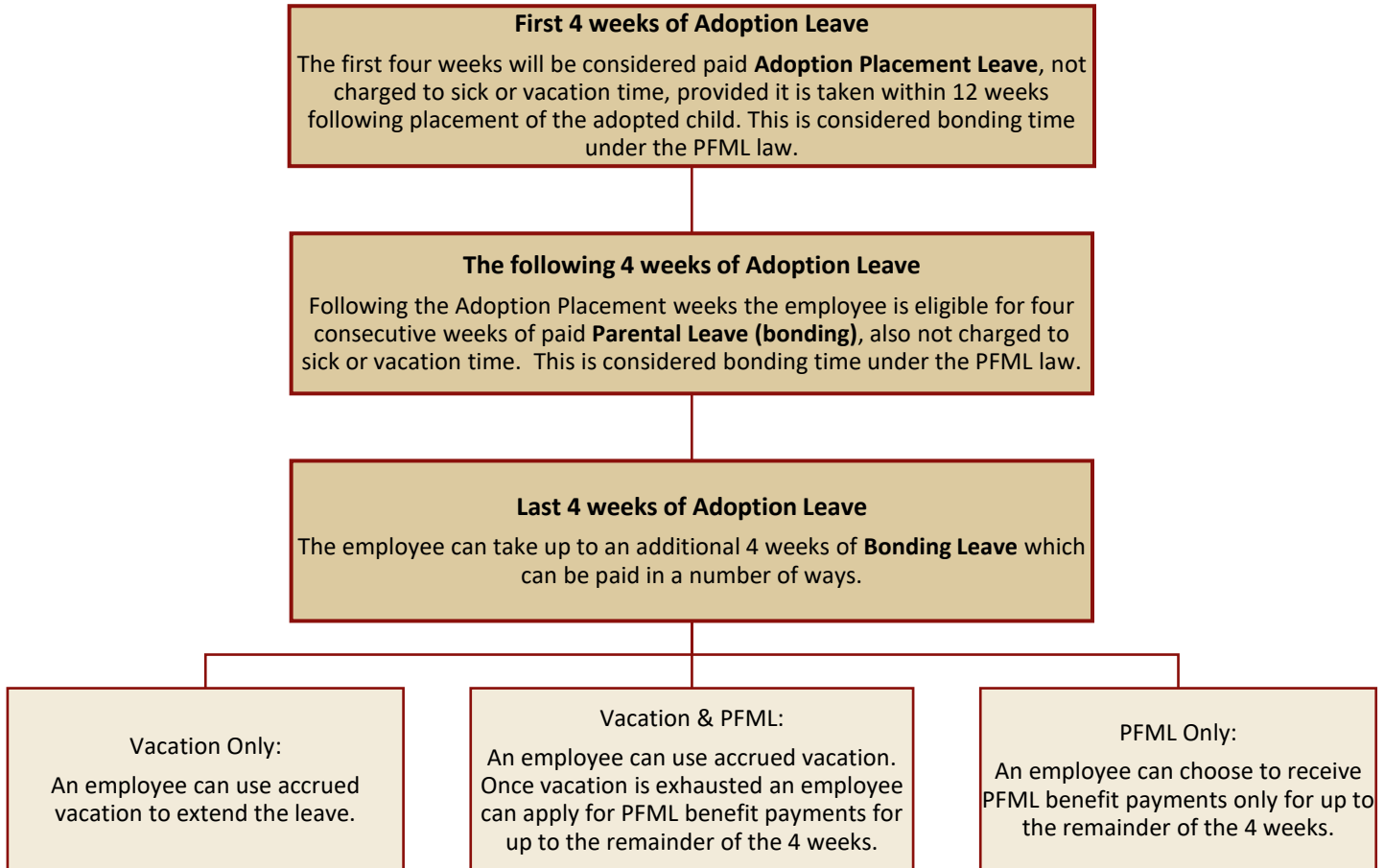




Boston College Benefits Office

Leave Guide - Adoption

When planning for an adoption 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), and in combination with BC policies, employees can take up to 12 weeks to bond with the adopted child.



Additional Information:

Any leave taken for the purpose of 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 \$1,129.80 a week. The [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.