



Boston College Benefits Office

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).

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 \$1,129.80 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.

: 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