Segal's Paid Family Leave Policy

A Coordinated State-by-State Benefits Guide

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Segal

Table of Contents

California....1

Connecticut....2

Washington D.C.....4

Massachusetts....8

New Jersey....10

New York....12

Washington State....14

California

CA Paid Family Leave (CA PFL), San Francisco Paid Parental Leave Ordinance (SFPPLO), and Segal Paid Family Leave (Segal PFL)

- **CA PFL Employee Eligibility Requirements:** An employee must have been paid $300 in wages during the base period
- **CA PFL Reason for Leave:**
  - An eligible employee who is off work to care for a child, spouse, parent, registered domestic partner, grandparent, grandchild, or sibling with a serious health condition, or to bond with a new child
- **CA PFL Benefit Duration:**
  - 8 weeks in a 12-month period
- **CA PFL Benefit Amount:** The weekly benefit amount for PFL is 60 to 70 percent (depending on income) of wages earned, up to the maximum weekly benefit amount.
- **CA PFL Correlation with Segal Paid Family Leave (Segal PFL):** If CA PFL is available to you, you must apply for CA PFL in order to be eligible for Segal PFL. CA PFL will run concurrently with Segal PFL to the extent permitted by applicable law. Employees must provide proof of the amount of the benefit payment received from CA PFL and Segal PFL will offset that amount so that you will receive a maximum of 100% of normal gross weekly pay from a combination of CA PFL and Segal PFL.
- **SFPPLO:** SFPPLO requires supplemental compensation to employees in San Francisco so that the total of CA PFL and SFPPLO equals 100% of an eligible employee's current gross weekly wage, subject to a cap, while out for bonding leave. If CA PFL and SFPPLO are available to you, you must apply for CA PFL in order to be eligible for Segal PFL. CA PFL and SFPPLO will run concurrently with Segal PFL to the extent permitted by applicable law. Employees must provide proof of the amount of the benefit payment received from CA PFL. SFPPLO Supplemental Compensation paid by Segal is calculated so that the CA PFL benefit plus SFPPLO Supplemental Compensation provides, but does not exceed, 100% of an eligible employee's current normal gross weekly wage, up to a maximum benefit (a cap). Because there is a maximum benefit cap, the eligible employee will not necessarily receive 100% of their normal gross weekly wages from a combination of CA PFL benefits and SFPPLO Supplemental Compensation. In such case, the combination of CA PFL, SFPPLO, and the Segal PFL may bring you to 100% of your normal gross weekly wages.

Connecticut

Connecticut Paid Family and Medical Leave (CT PFML) Connecticut FMLA (CT FMLA), and Segal Paid Family Leave (Segal PFL)

- **CT PFML Employee Eligibility Requirements:** Eligible covered employees are employees (who receive a W-2 from Segal, including part-time and temporary employees) who have earned at least $2,325 in CT wages during the employees' highest earning quarter within the first four of the five most recently completed quarters, and are currently employed by Segal working in a CT office or have been employed by Segal or another employer working in CT within the prior 12 weeks immediately preceding the application for CT PFML.
- **CT FMLA Employee Eligibility Requirements:** Eligible employees are Segal employees who work in a CT office and have been employed by Segal for at least 3 months prior to the leave request.
- **CT PFML Reason for Leave:** CT PFML provides **paid** leave for eligible covered employees who are absent from work for one of the following reasons:
  - for the employee's own serious health condition;
  - to care for a family member of the employee with a serious health condition;
  - to bond with a newly born, adopted, or fostered child;
  - to serve as an organ or bone marrow donor;
  - in connection with a qualifying military exigency of the spouse, son, daughter or parent of the employee, in accordance with federal FMLA;
  - military caregiver leave; or
  - certain absences related to the employee's status as a victim of family violence.
- **CT FMLA Reason for Leave:** CT FMLA provides **unpaid** leave for eligible employees who are absent from work for one of the following reasons:
  - for the employee's own serious health condition;
  - to care for a family member of the employee with a serious health condition;
  - to bond with a newly born, adopted, or fostered child;
  - to serve as an organ or bone marrow donor;
  - in connection with a qualifying military exigency of the spouse, son, daughter or parent of the employee, in accordance with federal FMLA;
  - military caregiver leave; or
  - certain absences related to the employee's status as a victim of family violence.
- **CT PFML Benefit Duration:**
  - Eligible covered employees may take up to 12 weeks of paid leave in a 12-month period for family and medical leave reasons, and an additional 2 weeks for pregnancy incapacity. Eligible covered employees may take up to 12 days of paid leave for family violence reasons in a 12-month period and the 12 days is part of the overall 12-week allotment per

12-month period. Eligible covered employees caring for a family member who was injured while on active duty in the military can take up to 26 weeks of leave, but only 12 weeks of that leave is eligible for paid benefits from the CT Paid Leave Authority.

  - Eligible covered employees whose spouses are also eligible covered employees at Segal are limited in the amount of time off that each spouse is eligible to take. The aggregate for spouses taking any type of family leave, except military caregiving, is 12 weeks in a 12-month period. When both spouses use a portion of their aggregate leave entitlement for the same family leave purpose, each would be entitled to the difference between the amount taken individually (not jointly) and 12 weeks of leave for their own serious health condition or organ or bone marrow donation.

- **CT FMLA Benefit Duration:** Eligible covered employees may take up to 12 weeks of unpaid leave in a 12-month period for all reasons, except military caregiver leave which has a maximum of 26 weeks, and family violence which has a maximum of 12 days.
- **CT PFML Benefit Amount:**
  - Beginning January 1, 2022, eligible covered employees are entitled to weekly wage replacement as follows:
    - When an employee's base weekly earnings are less than or equal to 40 times the CT minimum wage, the CT PFML benefit is 95% of base weekly earnings, up to 60 times the CT minimum wage; or
    - When an employee's base weekly earnings are greater than 40 times the CT minimum wage, the CT PFML benefit is 60% of base weekly earnings, up to 60 times the CT minimum wage.
  - Base weekly earnings" are an amount equal to one-twenty-sixth, rounded to the next lower dollar, of an employee's total wages earned during the two quarters of the base period in the earnings were highest. "Base period" is the first four of the five most recently completed quarters.
  - The weekly benefit amount is prorated if an employee is taking leave in an increment less than one full week. Employees may receive benefits for non-consecutive hours of leave.
  - CT PFML benefits are not paid to eligible covered employees who are receiving:
    - unemployment benefits;
    - workers' compensation benefits; or
    - any other state or federal benefit that provides wage replacement.
- **CT PFML Coordination with Segal PFL:** If leave is covered by both the Segal PFL and CT PFML then leave taken under CT PFML will, to the extent permitted by applicable law, run concurrently with leave taken under the Segal PFL. Unless prohibited by applicable law, Segal PFL benefits are reduced to offset for the CT PFML benefits, and an employee's total compensation from CT PFML and Segal PFL may not exceed 100% of the employee's pay. Employees must report the CT PFML benefit amount to the Segal HR-Benefits leave of absence administrator, unless prohibited by applicable law.
- **CT FMLA Coordination with Segal PFL:** To the extent permitted by applicable law, CT FMLA leave will run concurrently with federal Family and Medical Leave Act (FMLA), with CT PFML, and with Segal PFL when applicable. You may not use accrued vacation or paid sick time to extend the total amount of federal FMLA or CT FMLA to which you are entitled.

Washington D.C.

Washington D.C. Paid Family and Medical Leave (DCPFL), Washington D.C. FMLA (DC FMLA), and Segal Paid Family Leave (Segal PFL)

- **DCPFL Employee Eligibility Requirements:** Covered D.C. employees are employees assigned to Segal's D.C. office who are based in D.C. and regularly spend a substantial amount of their work time in D.C. and not more than 50% of their work time in another jurisdiction. Covered D.C. employees also include employees who spend more than 50% of their work time working in D.C.
- **DC FMLA Employee Eligibility Requirements:** Under the DC FMLA, an employee is eligible for a family and/or medical leave of absence if the employee has worked for Segal for at least 12 months (consecutive or non-consecutive) in the 7-year period immediately preceding the date on which the leave is to commence, and worked a minimum of 1,000 hours during the prior 12 months of employment with Segal, which may be non-consecutive months, as long as all periods of employment occurred within the past 7 years, prior to the beginning of the leave.
- **DCPFL Reason for Leave:** Qualifying family leave is paid leave that eligible covered D.C. employees may take in order to provide care or companionship to a family member because of a qualifying family leave event. Qualifying medical leave is paid leave that eligible covered D.C. employees may take following the occurrence of a qualifying medical leave event. Qualifying parental leave is paid leave that eligible covered D.C. employees may take within one year of the occurrence of a qualifying parental leave event. Effective October 1, 2021 and at least through October 1, 2022, qualifying prenatal leave is paid leave that eligible covered D.C. employees may take for certain prenatal care needs.
  - A "qualifying family leave event" is the diagnosis or occurrence of a serious health condition of a family member of an eligible covered D.C. employee.
  - A "qualifying medical leave event" is the diagnosis or occurrence of a serious health condition of an eligible covered D.C. employee, and explicitly includes treatment associated with miscarriage or stillbirth.
  - A "qualifying parental leave event" is an event, including bonding, associated with:
    - The birth of a child of an eligible covered employee;
    - The placement of a child with an eligible covered employee for adoption or foster care; or
    - The placement of a child with an eligible covered employee for whom the eligible covered employee legally assumes and discharges parental responsibility.
  - A "qualifying prenatal leave event" is defined to include medical appointments, exams, and treatments associated with a pregnancy, including pre-natal checkups, ultrasounds, treatment for pregnancy complications, bedrest and pre-natal physical therapy.
  - A "family member" is a:

- Biological, adopted or foster son or daughter, a stepson or stepdaughter, a legal ward, a son or daughter of a domestic partner, or a person to whom an eligible covered employee stands in loco parentis;
- Biological, foster or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood in loco parentis to an eligible covered employee when the eligible covered employee was a child;
- Person to whom an eligible covered employee is related by domestic partnership, as defined by section 2(4) of the Health Care Benefits Expansion Act of 1992, or marriage;
- Grandparent of an eligible covered employee; or
- Sibling of an eligible covered employee.

– A "serious health condition" is a physical or mental illness, injury, or impairment that requires inpatient care in a hospital, hospice, or residential health care facility, or continuing treatment or supervision at home by a health care provider or other competent individual.

- **DC FMLA Reason for Leave and Duration of Leave:** Eligible employees are entitled to take up to 16 weeks of **family leave** (for reasons 1 through 3 below) **AND** 16 weeks of **medical leave** (for reason 4 below) during a rolling 24-month period (measured backwards from the date the employee uses/will use the leave to see if any of the relevant family or medical leave has been used in the prior 24-month period).

1. **Birth of a Child.** The birth of the employee's child and in order to take care of such child;
2. **Placement of a Child.** The placement of a child with the employee through adoption or foster care or for whom the employee permanently assumes and discharges parental responsibility;
3. **Family Medical.** To provide care to a family member (defined as a person to whom the employee is related by blood, legal custody, or marriage; a child who lives with the employee and for whom the employee permanently assumes and discharges parental responsibility; or a person with whom the employee shares/has shared within the last year a mutual residence and with whom the employee maintains a committed relationship) who has a serious health condition;
4. **Employee Medical.** Because of the employee's own serious health condition which renders the employee unable to perform the functions of his or her position.

– **DC FMLA Leave Rules.** Leave taken for the birth of a child or placement for adoption or foster care must be completed within the 12-month period beginning on the date of birth or placement. Leave taken for an employee's own serious health condition or to provide care for a family member with a serious health condition may be taken intermittently when medically necessary.

– Spouses employed by Segal who request leave for the birth of a child, placement of a child, or to care for a parent with a serious health condition may be subject to limits on the aggregate amount of leave they may take.

- **DCPFL Benefit Duration:**
- Prior to October 1, 2022, a covered employee who experiences a qualifying leave event may be eligible for up to 6 workweeks of medical leave within a 52 workweek period; 6 workweeks of family medical leave within a 52 workweek period; 2 workweeks of prenatal leave within a 52 workweek period and up to 8 workweeks of parental leave within a 52 workweek period.

The maximum amount of paid medical leave available for an individual to care for their own serious health condition increased from 2 weeks to 6 weeks per year for all medical leave claims with approved leave dates that begin on or after September 26, 2021.

- Effective October 1, 2022, an eligible covered D.C. employee may take up to 2 workweeks of paid universal leave for a qualifying prenatal leave event. An employee will generally only be eligible for a total of 8 weeks of DCPFL leave benefits in a 52-week period, regardless of the number of qualifying events. An eligible employee can take the maximum amount of both prenatal leave and parental leave in the same 52-week period, however, in a single year an employee cannot take a combination of prenatal leave plus medical leave that exceeds the number of weeks of medical leave available for that fiscal year. Effective October 1, 2022, a covered employee who experiences a qualifying leave event may be eligible for up to 12 workweeks of medical leave within a 52 workweek period; 12 workweeks of family medical leave within a 52 workweek period; 12 workweeks of parental leave within a 52 workweek period; or 2 workweeks of prenatal leave within a 52 workweek period. The maximum amount of DCPFL leave for any combination of medical, family, and parental leave is 12 weeks. However, there is an exception for pregnant women who take prenatal leave. Pregnant women are eligible for 2 weeks of prenatal leave while pregnant and 12 weeks of parental leave after giving birth, for a maximum of 14 weeks
- **DCPFL Benefit Amount:** After the 7-day waiting period, as applicable, employees on paid leave will be entitled to weekly wage replacement equal to:
  - For workers paid less than or equal to 150% of the D.C. minimum wage multiplied by 40, the weekly benefit rate is 90% of the worker's average weekly wage rate.
  - For workers paid more than 150% of the D.C. minimum wage multiplied by 40, the weekly benefit rate is:
    - 90% of 150% of D.C.'s minimum wage multiplied by 40; plus
    - 50% of the amount by which the employee's weekly wage that is more than 150% of D.C.'s minimum wage multiplied by 40; rounded to the nearest dollar; up to
    - The maximum weekly benefit amount of $1,009 before October 1, 2022, adjusted annually thereafter.
  - If an eligible individual has multiple sources of income, his or her wages may be combined to determine his or her average weekly wage, provided that if an individual's combined wages result in an average weekly wage more than the maximum weekly benefit amount, the individual is entitled to no more than the maximum weekly benefit amount.
  - The weekly benefit amount is prorated if an employee is taking intermittent leave.
  - D.C. paid family and medical leave benefits are not paid to eligible covered employees who receiving:
    - D.C. unemployment benefits; or
    - Long-term disability payments.
- **DCPFL Correlation with Segal PFL:** If DCPFL is available to you, you must apply for DCPFL in order to be eligible for Segal PFL. If leave is covered by both the Segal PFL and DCPFL, then leave taken under the DCPFL will, to the extent permitted by applicable law, run concurrently with leave taken under the Segal PFL. Unless prohibited by applicable law, the Segal PFL benefit amount will be reduced by the D.C. qualifying family leave benefit amount. Employees must report the D.C. qualifying family leave amount to the Segal HR-Benefits leave of absence administrator.

- **DC FMLA Correlation with Segal PFL:** To the extent permitted by applicable law, DC FMLA runs concurrently with the federal FMLA, and Segal PFL, when applicable.

Massachusetts

Massachusetts Paid Family and Medical Leave (MA PFML), Massachusetts Parental Leave, and Segal Paid Family Leave (Segal PFL)

- **MA PFML Employee Eligibility Requirements:** Eligible Massachusetts employees are full-time and part-time employees assigned to Segal's Massachusetts' offices who meet the financial eligibility requirements to receive unemployment compensation under Massachusetts law.

  Former employees will remain eligible for paid leave within 26 weeks of their separation from employment.

- **MA PFML Reason for Leave:** Qualifying Leaves.
  - **"Family leave"** can be taken for the following reasons:
    - To bond with the employee's child within 12 months of the birth of the child or 12 months after the employee adopts a child or accepts a child for foster care;
    - A qualifying exigency under the law due to a covered family member who is on active duty or has been notified of an impending call or order to active duty in the Armed Forces;
    - To care for a family member who is a covered service member with a serious injury or illness incurred or aggravated by service in the line of duty in the Armed Forces;
    - To care for a covered family member's serious health condition.
  - **"Medical leave"** can be taken for the employee's own serious health condition that incapacitates the employee from performing the essential functions of the employee's job.
- **MA PFML Benefit Duration:** An eligible Massachusetts employee may take up to 12 weeks of paid family leave, or up to 26 weeks to care for a covered service member, and up to 20 weeks of paid medical leave for the employee's own serious health condition in a benefit year, with a combined maximum of 26 weeks in any year. A benefit year is the 52-consecutive week period beginning on the Sunday immediately preceding the first day of an eligible employee's covered leave.
- **MA PFML Benefit Amount:** After the 7-day waiting period, as applicable, employees on paid leave will be entitled to weekly wage replacement equal to:
  - 80% of the portion of the employee's weekly wage that is equal to or less than 50% of the state average weekly wage; plus
  - 50% of the portion of the employee's weekly wage that is more than 50% of the state average weekly wage; up to
  - The maximum weekly benefit amount which is 64% of the state average weekly wage.
  - The weekly cap will be adjusted each year by the Massachusetts commissioner of unemployment insurance. The Department of Family and Medical Leave offers an online calculator that employees can use to estimate their weekly benefit amount which can be accessed at the following link: DFML Benefits Calculator.

  - The weekly benefit amount is prorated if an employee is taking intermittent leave or is on a reduced leave schedule, which is permitted except for leave taken for birth, adoption, or placement of a child.

- **MA PFML Correlation with Federal FMLA and Other Leaves.** To the extent permitted by applicable law, Massachusetts Paid Family and Medical Leave will run concurrently with federal Family and Medical Leave Act (FMLA) Leave, Massachusetts Parental Leave, and Segal PFL, when applicable. If employees choose to use accrued vacation or sick time, the vacation or sick time will run concurrently with the Massachusetts Paid Family and Medical Leave, even though employees cannot be compensated with Massachusetts Paid Family and Medical Leave benefits for such period. Massachusetts Paid Family and Medical Leave also will run concurrently with Segal's short-term disability policy when the Massachusetts Paid Family and Medical Leave is taken for the same reason as the short-term disability. If leave is covered by both the Segal PFL, and Massachusetts Paid Family and Medical Leave, then leave taken under the Massachusetts Paid Family and Medical Leave will, to the extent permitted by applicable law, run concurrently with leave taken under the Segal PFL.
- **Correlation with Segal Paid Family Leave:** If leave is covered by both the Segal Paid Family Leave (PFL), and MA Paid Family and Medical Leave, then leave taken under the MA Paid Family and Medical Leave will, to the extent permitted by applicable law, run concurrently with leave taken under the Segal PFL. Unless prohibited by applicable law, Segal PFL benefits are reduced to offset for the MA Paid Family Leave benefits. Employees must report the MA family leave amount to the Segal HR-Benefits leave of absence administrator.
- **Massachusetts Parental Leave Correlation with other Leaves:** Parental leave will be without pay, unless an employee elects to use accrued vacation or sick time for any portion of his/her Parental Leave or unless the employee qualifies for any Segal PFL. Segal will not require an employee to use accrued paid vacation or sick leave concurrently with any part of an unpaid parental leave. However, to the extent permitted by applicable law, Segal will require the usage of Segal PFL concurrently with parental leave when applicable. Sick leave may only be used for pregnancy or childbirth-related conditions that qualify as sick leave under Segal's sick leave policy.

New Jersey

New Jersey Family Leave (NJ FLA), New Jersey Paid Family Leave Insurance (NJ FLI), and Segal Paid Family Leave (Segal PFL)

- **NJ FLA Employee Eligibility Requirements:** Under the New Jersey Family Leave Act (NJFLA), employees who have been employed for at least twelve months and have worked 1,000 base hours in the twelve months prior to requesting a family leave are eligible for an unpaid family leave
- **NJ FLI Employee Eligibility Requirements:** Eligible New Jersey employees covered by the state's Temporary Disability Insurance system are entitled to up to twelve weeks of benefits (up to the applicable New Jersey weekly benefit amount) within a twelve-month period under New Jersey's paid family leave benefits law.
- **NJ FLA Reason for Leave:**
  - The birth of a child of the employee;
  - the placement of a child with the employee in connection with an adoption, foster care or when the child is in the legal custody of an employee pursuant to a valid written agreement between the employee and gestational carrier of the child;
  - the care for a covered family member with a serious health condition; or
  - in the event of a state of emergency declared by the Governor or during an epidemic of a communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent spread of a communicable disease, which:
    - Requires in-home care or treatment of a child due to the closure of the school or place of care of the child of the employee, by order of a public official due to the epidemic or other public health emergency;
    - Prompts the issuance by a public health authority of a determination, including by mandatory quarantine, requiring or imposing responsive or prophylactic measures as a result of illness caused by an epidemic of a communicable disease or known or suspected exposure to the communicable disease because the presence in the community of a family member in need of care by the employee, would jeopardize the health of others;
    - Results in the recommendation of a health care provider or public health authority, that a family member in need of care by the employee voluntarily undergo self-quarantine as a result of suspected exposure to a communicable disease because the presence in the community of that family member in need of care by the employee, would jeopardize the health of others.

NJ FLI Reason for Leave:

- Care for a family member (as defined in the New Jersey Family Leave Act section above);
- To be with a child during the first 12 months after the child's birth or adoption, if either the employee, or the domestic partner or civil union partner of the employee, is a biological parent of the child;

- During the first 12 months after the placement of a child for adoption;
- When leave is needed to address domestic or sexual violence situations for the employee or employee's eligible family member; or (v) during a state of emergency declared by the governor or an indication by a health authority that one is needed, to include an illness caused by an epidemic of a communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent spread of the communicable disease, which requires in-home care or treatment of the family member of the employee due to:
  - The issuance by a healthcare provider or the commissioner or other public health authority of a determination that the presence in the community of the family member may jeopardize the health of others, and
  - The recommendation, direction, or order of the provider or authority that the family member be isolated or quarantined as a result of suspected exposure to a communicable disease.
- **NJ FLA Benefit Duration:** Eligible employees are entitled to 12 weeks of unpaid leave in a 24-consecutive month period. Leave taken because of the birth or adoption of a child by the employee may begin at any time within a year after the birth or placement of the child. Intermittent or reduced schedule leave must be taken within a 12-month period, and must be taken in at least 1-week increments.
- **NJ FLI Benefit Duration:** Up to twelve weeks of benefits (up to the applicable New Jersey weekly benefit amount) within a twelve-month period under New Jersey's paid family leave benefits law.
- **NJ FLA Correlation with FMLA and Other Leaves.** This leave may or may not run concurrently with leaves granted under the federal FMLA depending upon the circumstances surrounding the leave. The NJFLA does not provide covered employees with leave for their own disabilities, so if an employee utilizes all of his or her allotted time under the federal FMLA for his or her own disability, the employee may subsequently be entitled to time off under the NJFLA in connection with the birth or adoption of a child or the serious illness of a parent, child, or spouse. However, when an employee takes a leave for a purpose covered by both the FMLA and the NJFLA, the leave simultaneously counts against an employee's entitlement under both laws.

  Because the NJFLA does not provide for leave as the result of the employee's own serious health condition, it distinguishes between the portion of a maternity leave that is the result of disability and the portion that is for bonding purposes. Under the NJFLA, the post-delivery period will be considered disability leave (covered only by the federal FMLA but not the NJFLA) until the employee has been deemed to no longer be disabled by her doctor. The NJFLA and the federal FMLA will only run concurrently during the bonding portion of maternity leave. An employee may not collect disability benefits while on maternity leave under the NJFLA. If leave is covered by both the Segal PFL and NJFLA, then leave taken under the NJFLA will, to the extent permitted by applicable law, run concurrently with leave taken under the Segal PFL.
- **NJ FLI Correlation with FMLA and Other Leaves:** To the extent permitted by applicable law, the paid leave taken pursuant to this law runs concurrent with any unpaid leave taken under the New Jersey Family Leave Act (NJFLA) and/or the federal FMLA, and any paid leave taken under Segal PFL. Intermittent leave is available, but must be taken in increments of not less than one day, up to a maximum of 56 days.

New York

New York Paid Family Leave Law (NY PFL), and Segal Paid Family Leave (Segal PFL)

- **NY PFL Employee Eligibility Requirements:** Employees whose regular employment schedule is 20 or more hours per week are eligible to take PFL if they have been employed by a covered employer for 26 consecutive weeks. Scheduled vacation, sick days, or other employer-approved absences from work will be counted as consecutive weeks, provided the employee contributions to PFL are made during that time; however, periods of short-term disability are not counted as weeks of employment for eligibility purposes. Employees whose regular employment schedule is less than 20 hours per week are eligible to use benefits after the 175th day of regular employment.
- **NY PFL Reason for Leave:**
  - To provide care for a covered family member when the family member has a serious health condition;
  - To bond with the employee's child during the first year of birth, adoption, or foster care placement; or
  - For any qualifying exigency under the federal Family Medical Leave Act ("FMLA"), where the covered family member is on active duty or has been notified of an order to resume active duty in the military.
- **NY PFL Benefit Duration:** An employee's available PFL time will be calculated on a retroactive rolling period, looking back over the 52-week period prior to the first day of PFL requested.
  - Employees may submit a single claim for periodic PFL, but the claim cannot cover more than 52 weeks; employees would need to submit new claims at the end of the 52-week period. Employees are required to provide notice as soon as practicable before each day of intermittent PFL actually taken.
  - There is no waiting period for PFL payments to begin.
  - Employees are not eligible for PFL after termination of employment.
- **NY PFL Correlation with FMLA and Other Leaves.** FMLA leave will run concurrently with PFL, if PFL is taken for a purpose covered by FMLA. When FMLA leave is taken in less than full day increments, Segal will track the FMLA hours taken in any day in which the employee works part of the day. When the total number of hours taken for FMLA leave equals the number of hours in the employee's usual work day, one day of PFL will be deducted from the employee's annual available PFL benefit. However, no PFL benefits will be paid on any day where the employee performed work for pay, except as set forth below.
- **NY PFL Coordination with Segal PFL.** If leave is covered by both the Segal PFL and NY PFL, then leave taken under the NY PFL will, to the extent permitted by applicable law, run concurrently with leave taken under the Segal PFL. To the extent permitted by applicable law, Segal PFL benefits will be paid in full with reimbursement from NY PFL.

- Employees may not receive both NY PFL and disability benefits for the same period. An employee who is eligible for both disability and PFL benefits may not receive more than 26 weeks of disability and PFL benefits combined during the same 52-consecutive calendar week period.
- When an employee and the employee's spouse are both employed by Segal in the New York office, both employees may not be on NY PFL at the same time for the same PFL-qualifying reason.
- When employees are on NY PFL, vacation accruals will be suspended during any absence of more than 30 days for any reason, however, employees will be entitled to any and all benefits, including vacation, accrued prior to the start of PFL, if not exhausted while on PFL.

Washington State

Washington State Paid Family and Medical Leave (WA Paid Family and Medical Leave) and Segal Paid Family Leave (Segal PFL)

- **WA Paid Family and Medical Leave:** Eligible Washington State employees are employees who work 820 hours in the qualifying period, at one or more employers in Washington. The qualifying period is the first four of the last five completed calendar quarters from the date leave is set to begin. If leave is not established with this initial period, the last four completed calendar quarters immediately preceding the application for leave will be used.
- **WA Paid Family and Medical Leave Reason for Leave:** To participate in providing care, including physical or psychological care, for a family member of the employee made necessary by a serious health condition of the family member;
  - To bond with the employee's child during the first twelve months after the child's birth, or the first twelve months after the placement of a child under the age of eighteen with the employee; or
  - Because of any qualifying exigency as permitted under the federal Family and Medical Leave Act, 29 U.S.C. Sec. 2612(a)(1)(E) and *29 C.F.R. Sec. 825.126(a)(1) through (8), as they existed on October 19, 2017, for family members.
- **WA Paid Family and Medical Leave Benefit Duration:** An eligible Washington State employee may take up to 12 weeks of paid family leave, 12 weeks of paid medical leave, or a combination of the two up to 16 weeks with partial wage replacement.
  - If an employee experiences a serious health condition with a pregnancy that results in incapacity, the employee may be eligible for an additional 2 weeks of leave.
- **WA Paid Family and Medical Leave Correlation with FMLA and Segal PFL.** To the extent permitted by applicable law, Washington State Paid Family & Medical Leave will run concurrently with federal Family and Medical Leave Act (FMLA), and Segal PFL when employees are eligible under both leaves; however, you will not be paid from both Washington State Paid Family & Medical leave and Segal PFL for the same time period.