



Paid Family and Medical Leave (PFML)

Faculty and Postdoc/Postgrad Associates

FMLA leave of absence pay administration

For those who qualify for University-paid short-term disability or paid parental leave, the University will supplement any benefits received through the PFML program with Yale-provided compensation, when applicable, so that the individual receives 100% of their regular weekly pay. Faculty and postdoc/postgrad associates receiving University-paid benefits must apply for PFML income replacement through the state's process as soon as possible, but no later than within the first month of taking a leave of absence. Once approved, the state will pay its portion of income replacement directly to the employee. In no case may an employee on a leave receive more than 100% of salary.

Please provide the Employer Verification form from the state to the Absence Management team in Central HR for completion at: **hr.leaves@yale.edu**. *The employee portion must be completed before submitting to HR.*

For faculty with questions about leaves or absence, please contact your department faculty affairs coordinator. YSM faculty may also contact: **faculty.affairs@yale.edu**. Non-Medical School faculty may contact the Office of Faculty Administrative Services: **faculty.admin@yale.edu**.

For postdoc and postgrad questions about leaves of absence, please contact: **postdoc.affairs@yale.edu**

Visit the state's PFML program site at: **ctpaidleave.org** for more details.

Yale