

FAQ's Regarding New Paid Caregiver Leave Benefits

What is the new Paid Caregiver Leave benefit?

Effective January 1, 2026, MAPMG will offer two weeks of Paid Caregiver Leave to eligible physicians and staff who take a leave of absence to care for a family member (spouse/domestic partner, child, parent/parent-in-law, grandparent, sibling) with a serious health condition as defined by FMLA.

Who is eligible for Paid Caregiver Leave?

To be eligible, physicians and staff must meet the eligibility criteria for hours and service under FMLA.

What can Paid Caregiver Leave be used for?

Paid Caregiver Leave can be used to care for a family member with a serious health condition as defined by FMLA.

Who is considered a “family member” under the Paid Caregiver Leave benefit?

Covered family members under the Paid Caregiver Leave benefit include spouse/domestic partners, children (through birth, adoption, legal guardianship, or foster care), parents (including in-laws), grandparents, and siblings.

Am I required to use Paid Caregiver Leave in one continuous period or can it be taken intermittently?

The Paid Caregiver Leave benefit can be taken in one continuous period or can be broken up into smaller increments, with a minimum increment of 1 hour.

How does Paid Caregiver Leave work with FMLA?

Paid Caregiver Leave will run concurrently with FMLA and will be applied automatically for all eligible physicians who are approved for FMLA for a leave covered by the new paid leave benefits.

Can I use the Paid Caregiver Leave benefit to extend my FMLA time?

No, Paid Caregiver Leave benefit will not extend the entitlement under FMLA or state paid family/medical leave benefits. The Paid Caregiver Leave will run concurrently with FMLA, state paid family and medical leave benefits, and your own paid leave benefits where applicable.

Will documentation be required to receive the Paid Caregiver Leave benefit?

Employees will be required to submit a completed Certification of Health-Care Provider form for the family member to receive the Paid Caregiver Leave benefit. To apply for Paid Caregiver Leave, contact MAPMG Benefits. Specific instructions and forms will be available closer to the program's start date.

What if both my spouse and I work for MAPMG?

If you and your spouse both work for MAPMG, each of you will receive your own two weeks of Paid Caregiver Leave.

If I need to care for multiple family members, do I receive more than two weeks of Paid Caregiver Leave?

No, if there are multiple leave events (e.g., caring for a spouse and caring for a parent simultaneously), this does not increase the amount of Paid Caregiver Leave benefit an employee is entitled to in a 12-month period.

If I request leave for an eligible family member prior to the January 1, 2026 implementation date, will I be eligible for Paid Caregiver Leave?

No. Only leave cases that begin on or after January 1, 2026, will be eligible for Paid Caregiver Leave.