

FAQ Regarding New Paid Parental Leave Benefit

What is the new Paid Parental Leave benefit?

Effective January 1, 2026, MAPMG will provide eligible physicians and staff with up to four weeks of Paid Parental Leave within a 12-month period to run concurrently with Family Medical Leave Act (FMLA).

Who is eligible for Paid Parental Leave?

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

What can the Paid Parental Leave benefit be used for?

The Paid Parental Leave benefit can be used for the following: birth of the employee's child, placement of a child under the age of 18 with the employee for adoption, placement of a child under the age of 18 with the employee for foster care, and parenthood by surrogacy.

Do I have to use the Paid Parental Leave benefit immediately following birth of a child, adoption placement, or foster care placement?

No, the Paid Parental Leave benefit can be taken at any time within the 12-month period following the birth, adoption, foster, or surrogacy placement with the employee. However, any Paid Parental Leave not taken within the 12-month period following the event will be forfeited.

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

Paid Parental Leave can be taken in one continuous period or can be broken into small increments, with a minimum increment of one hour.

How does Paid Parental Leave work with FMLA?

Paid Parental 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 Paid Parental Leave to extend my FMLA time?

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

How does Paid Parental Leave work with my Short-Term Disability (STD) benefits (if applicable)?

Paid Parental Leave can be used during the STD waiting period and to supplement your STD payments. For example, if a shareholder physician who gives birth qualifies for six weeks of STD, Paid Parental Leave can be used during the first two weeks (the STD waiting period). For the remaining four weeks, it can be used to make up the 33% of pay not covered by the 67% STD benefit.

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

Employees will be required to submit documentation to receive the Paid Parental Leave benefit. This documentation may include Proof of Delivery/Birth Certificate, Adoption Placement Agreement, Adoption Finalization Document, Foster Care Placement Agreement, Foster Care Certificate, Foster Care Proof of Placement or Surrogacy Agreement. To apply for Paid Parental 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 four weeks of Paid Parental Leave.

If I have a multiple birth, adoption, or foster care event in a 12-month period, do I receive more than 4 weeks of Paid Parental Leave?

No, the occurrence of multiple births, adoptions, or foster care placements (e.g., the birth of twins or adoption of siblings) does not increase the total amount of Paid Parental Leave granted per event. The Paid Parental Leave benefit can only be used once within a 12-month period, regardless of the number of births, adoptions or foster care events that take place within the 12-month period.

If I am due prior to the January 1 implementation date, will I be eligible for Paid Parental Leave?

No. Only events that occur on or after January 1, 2026, will be eligible to receive Paid Parental Leave.