

The Right Fit: Leave Policies – Med. Firm Policy Examples

Medium-Sized Company (50-249 employees) Policy Examples

Good Example

Provider: Air Conditioning, Heating & Refrigeration Institute (AHRI)

Length of Paid Leave: 2 weeks (10 days)

Details: Regular, full-time employees are eligible to receive ten (10) days of paid leave to allow the employee time away from the office to address issues such as bereavement, illness, birth or adoption of a child, care for an elderly family member, or other related family activities requiring their presence. Family leave may be used concurrently with unpaid Family Medical Leave Act (FMLA) leave.

Eligibility All employees, who have worked full-time for the company for 6 months and are in good standing.

Better Example

Provider: CORE Consultants

Length of Paid Leave: 8 weeks

Details: FMLA is applied plus 8 weeks full pay, in addition to short-term disability coverage. Company covers 100% of premiums. Employees have the option to take intermittent leave

Eligibility: Same eligibility as FMLA program. 1-year and 1,250 hours. Disability first of month following start.

Better Example

Provider: Southland Engineering

Length of Paid Leave: 12 weeks

Percent of Salary: 100%

Details: For non-union, full-time employees (30+ hours per week), Southland will provide up to 12 weeks of pay at 100% of your salary (minus applicable taxes) when a leave of absence to care for a child via birth, adoption, surrogacy or legal guardianship within one year of the event; Southland will pay the difference between any other benefits you receive, such as disability, State Paid Family Leave, if applicable, etc. and up to 100% of salary (minus applicable taxes); Leave is to run concurrently with the Family Medical Leave Act (FMLA); You are required to give your manager 90 days' notice to be eligible to participate in this benefit so that you and your manager can plan for your absence; You are not required to utilize vacation and/or sick/personal time for this leave.

Eligibility: Full-time employees (30+ hours per week)