



## NON-MASSACHUSETTS\* STATE PAID FAMILY MEDICAL LEAVE FAQs

**Q1. How do I know which state's Paid Family Medical Leave (PFML) benefits I'm eligible for?**

Eligibility is based on your unemployment insurance state (UI jurisdiction). If you are working in multiple locations, your PFML eligibility will be based on the location in which you primarily work.

**Q2. How will a change to my PFML eligibility be triggered?**

Your eligibility will be updated to the appropriate PFML program when you update your state withholding information in PeopleSoft (My Self Service > My Pay > Tax Withholding). More information can be found on the [Out of State Employment](#) page on Harvie.

**Q3. I live AND work in one of the following states. Which PFML am I eligible for?**

**California**

Employees primarily working in California are required to apply for [California Paid Family leave](#) or [State Disability Insurance benefits](#) by contacting the state directly before they may receive any paid leave benefits through Harvard's PFML program. The state will determine eligibility for these benefits. Any amount received from the state of California will offset benefits received through Harvard's PFML program.

**Connecticut**

Employees primarily working in Connecticut may be eligible for the [Connecticut PFML program](#). Harvard has a private plan in Connecticut with benefits similar to those offered to Massachusetts-based employees. Connecticut PFML benefits are administered by Lincoln, so employees in Connecticut apply for benefits through Lincoln who will determine eligibility.

**Georgia, Illinois, Maine, Maryland, New Hampshire, Vermont, or Virginia**

Employees primarily working in Georgia, Illinois, Maine, Maryland, New Hampshire, Vermont, or Virginia are eligible for [Harvard's PFML program](#).

**New York**

Employees primarily working in New York may be eligible for [New York Paid Family Leave](#) and [State Disability Insurance benefits](#). Harvard's statutory New York Paid Family Leave (PFL) and State Disability Insurance (DBI) benefits are administered by Lincoln. Employees in New York apply for these benefits through Lincoln who will determine eligibility. Any amount received under New York PFL or DBI will offset benefits received through Harvard's PFML program.

**New Jersey**

Employees primarily working in New Jersey are required to apply for [New Jersey Temporary Disability Insurance \(TDI\) or New Jersey Family Leave Insurance \(FLI\)](#) by contacting the state directly before they may receive any paid leave benefits through Harvard's PFML program. The state will determine eligibility for these benefits. Any amount received from the state of New Jersey will offset benefits received through Harvard's PFML program.

\*For Massachusetts, please see the [MA PFML FAQs](#) on HARVie.

## Rhode Island

Employees primarily working in Rhode Island are required to apply for [Rhode Island Temporary Disability Insurance \(TDI\) and/or Temporary Caregiver Insurance \(TCI\) benefits](#) through the state before they may receive any paid leave benefits through Harvard's PFML program. Any amount received from the state of Rhode Island will offset benefits received through Harvard's PFML program.

## Washington

Employees primarily working in Washington are required to apply for [Washington Paid Family and Medical leave](#) through the state before they may receive any paid leave benefits through Harvard's PFML program. Any amount received from Washington state will offset benefits received through Harvard's PFML program.

### Q4. What if I primarily work in a state not listed above?

Employees primarily working in a state that is not a Harvard payroll-registered state are not eligible for Harvard's PFML program. For more information visit the [Out of State Employment](#) page on Harvie.

### Q5. What happens if I'm on PFML and my UI jurisdiction changes? Does my PFML eligibility change?

You may be eligible for benefits in your new work state effective the date you change your state withholding information in PeopleSoft if you meet the eligibility requirements for leave in that state. Any time previously taken under other leave programs (MA PFML, FMLA, other state leave programs) may impact future leave allotments and payments.

### Q6. What if my work location changes and I've already exhausted leave benefits under MA PFML?

Employees who have exhausted leave benefits under [Harvard's MA PFML](#) program and whose primary work location changes from Massachusetts to a state in which Harvard is registered that does not have a state paid leave program will not be eligible for leave under Harvard's PFML program until their benefit year renews.

Employees whose primary work location changes to a state with a paid leave program (see Q3) will be eligible to apply for leave benefits through their respective state. Employees in these states will not be eligible for additional benefits under the Harvard PFML program until their benefit year has renewed. It would be up to the state to determine if the individual is eligible for benefits through the state program.

Employees whose primarily work location changes to Connecticut or New York may be eligible to apply for benefits through the Connecticut private PFML plan or New York PFL or DBL by applying through Lincoln. Employees in these states will not be eligible for additional benefits under the Harvard PFML program until their benefit year has renewed.

For the definition of benefit year, please review [Harvard's MA PFML](#) policy.

### Q7. Will there be additional tax withholding to support new state leave programs?

If your UI state requires tax withholding to support the state leave program, those deductions will be taken from your Harvard paycheck. For more information about your state withholding requirements and the corresponding amount, visit the state's website:

[California](#)    [New Jersey](#)    [Rhode Island](#)    [Washington](#)

### Q8. What if I have a question about PFML that is not covered here?

You can reach out to Harvard Benefits at 617-496-4001, or by email at [benefits@harvard.edu](mailto:benefits@harvard.edu).