

An aerial photograph of the University of Florida campus, showing various buildings, green spaces, and a large stadium with a red roof. The left side of the image is overlaid with a blue vertical bar. In the top left corner of this bar, there is a decorative pattern of red dots. The text 'UF Paid Family Leave' is written in orange on the blue bar. The date 'March 9, 2023' is written in white at the bottom of the blue bar. The 'UF' logo is in the top right corner.

UF

# UF Paid Family Leave

March 9, 2023

# Paid Family Leave

- Paid Family Leave (PFL) for faculty and TEAMS employees was implemented on January 1, 2021
- PFL provides 8 full weeks of leave over a rolling 24 month period for qualifying events to support improved work-life balance and to protect against income loss during major life events
- There are two components of Paid Family Leave:
  - Paid Parental Leave (at hire)
  - Paid Medical Leave (after 12 months)
- The definition of immediate family differs for in-unit faculty vs out of unit faculty and TEAMS

# Paid Family Leave

- Eligibility for PFL - Paid Medical Leave for out of unit faculty and TEAMS will be adjusted April 1<sup>st</sup>.
- Currently, the following requirements must be met:
  - The illness or injury prevents the employee from performing the material and substantial duties of their UF position
  - The illness or injury prevents the employee from performing majority of activities of daily living
  - For immediate family members: Inability to care for their medical needs and/or their own safety; or need for assistance with the majority of activities of daily living
- As of April 1<sup>st</sup>, the federal definition of an FMLA qualifying event due to a serious health condition will be used to determine eligibility.
- The definition of immediate family for out of unit faculty and TEAMS is not changing

# Utilization and Cost – 2021-2022

<b>Medical Leave</b>						
	<b>Current Empl Count</b>	<b>2021 Usage</b>	<b>2022 Usage</b>	<b>2021 Useage Ratio</b>	<b>2022 Useage Ratio</b>	
<b>In-Unit</b>	2,050	16	34	0.8%	1.7%	
<b>Out of Unit Faculty</b>	3,955	44	32	1.1%	0.8%	
<b>Staff</b>	10,122	248	236	2.5%	2.3%	
<b>Grand Total</b>	<b>16,127</b>	<b>308</b>	<b>302</b>			
<b>Parental Leave</b>						
	<b>Current Empl Count</b>	<b>2021 Usage</b>	<b>2022 Usage</b>	<b>2021 Useage Ratio</b>	<b>2022 Useage Ratio</b>	
<b>In-Unit</b>	2,050	21	44	1.0%	2.1%	
<b>Out of Unit Faculty</b>	3,955	129	115	3.3%	2.9%	
<b>Staff</b>	10,122	272	234	2.7%	2.3%	
<b>Grand Total</b>	<b>16,127</b>	<b>422</b>	<b>393</b>			

# Utilization and Cost – 2021-2022

Year	2021	
Type	Employee Count	Total Cost + Fringe
<b>Medical Leave</b>	<b>308</b>	<b>\$ 3,215,134.88</b>
In-Unit Faculty	16	\$ 292,628.09
Out of Unit Faculty	44	\$ 1,071,051.99
Staff	248	\$ 1,851,454.80
<b>Parental Leave</b>	<b>422</b>	<b>\$ 6,585,642.24</b>
In-Unit Faculty	21	\$ 396,391.44
Out of Unit Faculty	129	\$ 3,129,703.26
Staff	272	\$ 3,059,547.54
<b>Grand Total</b>	<b>730</b>	<b>\$ 9,800,777.12</b>

Year	2022	
Type	Employee Count	Total Cost + Fringe
<b>Medical Leave</b>	<b>302</b>	<b>\$ 3,337,828.87</b>
In-Unit Faculty	34	\$ 524,539.81
Out of Unit Faculty	32	\$ 786,911.42
Staff	236	\$ 2,026,377.64
<b>Parental Leave</b>	<b>393</b>	<b>\$ 6,937,641.07</b>
In-Unit Faculty	44	\$ 884,330.70
Out of Unit Faculty	115	\$ 3,239,351.72
Staff	234	\$ 2,813,958.66
<b>Grand Total</b>	<b>695</b>	<b>\$ 10,275,469.94</b>

# Utilization and Cost – 2021-2022

	Total	
Type	Employee Count	Total Cost + Fringe
<b>Medical Leave</b>	<b>610</b>	<b>\$ 6,552,963.75</b>
In-Unit Faculty	50	\$ 817,167.90
Out of Unit Faculty	76	\$ 1,857,963.40
Staff	484	\$ 3,877,832.44
<b>Parental Leave</b>	<b>815</b>	<b>\$ 13,523,283.31</b>
In-Unit Faculty	65	\$ 1,280,722.13
Out of Unit Faculty	244	\$ 6,369,054.98
Staff	506	\$ 5,873,506.20
<b>Grand Total</b>	<b>1,425</b>	<b>\$ 20,076,247.06</b>

# Estimated Utilization for 12 Weeks of PFL



Increasing PFL by 160 hours (12 weeks)		
Type	Employee Count	Total Cost + Fringe
<b>Medical Leave</b>	<b>610</b>	<b>\$ 11,748,719.78</b>
In-Unit Faculty	50	\$ 1,411,813.73
Out of Unit Faculty	76	\$ 3,212,270.88
Staff	484	\$ 7,124,635.17
<b>Parental Leave</b>	<b>815</b>	<b>\$ 21,322,346.36</b>
In-Unit Faculty	65	\$ 2,025,754.91
Out of Unit Faculty	244	\$ 10,036,431.40
Staff	506	\$ 9,260,160.04
<b>Grand Total</b>	<b>1,425</b>	<b>\$ 33,071,066.14</b>

Actual Cost		
Type	Employee Count	Total Cost + Fringe
<b>Medical Leave</b>	<b>610</b>	<b>\$ 6,552,963.75</b>
In-Unit Faculty	50	\$ 817,167.90
Out of Unit Faculty	76	\$ 1,857,963.40
Staff	484	\$ 3,877,832.44
<b>Parental Leave</b>	<b>815</b>	<b>\$ 13,523,283.31</b>
In-Unit Faculty	65	\$ 1,280,722.13
Out of Unit Faculty	244	\$ 6,369,054.98
Staff	506	\$ 5,873,506.20
<b>Grand Total</b>	<b>1,425</b>	<b>\$ 20,076,247.06</b>

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<b>Parental Leave</b>	<b>815</b>	<b>\$ 21,322,346.36</b>
In-Unit Faculty	65	\$ 2,025,754.91
Out of Unit Faculty	244	\$ 10,036,431.40
Staff	506	\$ 9,260,160.04
<b>Grand Total</b>	<b>1,425</b>	<b>\$ 33,071,066.14</b>

Increasing PFL by 160 hours for 8 Week EE's		
Type	Employee Count	Total Cost + Fringe
<b>Medical Leave</b>	<b>610</b>	<b>\$ 8,121,631.67</b>
In-Unit Faculty	50	\$ 1,022,962.96
Out of Unit Faculty	76	\$ 2,452,812.06
Staff	484	\$ 4,645,856.66
<b>Parental Leave</b>	<b>815</b>	<b>\$ 18,416,018.37</b>
In-Unit Faculty	65	\$ 1,730,939.47
Out of Unit Faculty	244	\$ 8,624,755.10
Staff	506	\$ 8,060,323.81
<b>Grand Total</b>	<b>1,425</b>	<b>\$ 26,537,650.05</b>



Thank You