



## Benefits-eligible faculty and staff

At Northeastern, we are committed to offering a comprehensive range of benefits that are designed to provide you with the coverage and resources you need. With that in mind, we are pleased to introduce an enhanced benefit that begins January 1, 2021: The Paid Leave Program (PLP). The PLP provides medical and family leave options that help protect you and your family when you need to miss work for an extended period of time.

### Paid Leave Program

| Leave type   | Current plan  | Future plan<br>Enhanced PLP starting January 1, 2021   |
|--|---|--|
|  <p><b>Medical leave</b><br/>Employee's own condition</p>   | <ul style="list-style-type: none"> <li>» 60% pay up to 26 weeks</li> <li>» Sick and vacation time can be used to supplement</li> <li>» Paid parental leave (birth recovery): 100% for 4 weeks</li> </ul>  | <ul style="list-style-type: none"> <li>» 100% pay up to 26 weeks</li> </ul>                                    |
|  <p><b>Family leave</b><br/>Bonding with new child, caring for sick family member, military-related<sup>1</sup></p> | <ul style="list-style-type: none"> <li>» Paid parental leave (bonding): 100% for 4 weeks + 50% for 4 weeks</li> <li>» Care/other: no paid leave benefit (up to 40 hours sick time can be used)</li> </ul> | <ul style="list-style-type: none"> <li>» 100% pay up to 8 weeks<sup>2</sup> + 80% pay up to 4 weeks</li> </ul> |

<sup>1</sup> Military-related includes a Qualifying Exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces, or caring for a family member who is a covered service member, and has a serious health condition resulting from deployment (in this case you are entitled to up to 26 weeks of leave per year).

<sup>2</sup> For birth mothers, bonding time will begin after medical leave ends. Medical leave timeframes will be determined by medical provider recommendations.