

Q1 How much time off (paid and unpaid) in weeks will you allow an employee who doesn't qualify for FMLA?

Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	PTO accrues at a rate of 2.456 in the first year and rate increases each year	9/18/2024 2:47 PM
2	None of our employees "qualify" for FMLA since we have less than 50 employee. Generally, it's a case by case review by Practice Manager and Managing Physician	9/18/2024 1:50 PM
3	About 10 days	9/18/2024 11:54 AM
4	Allow to use all available PTO.	9/18/2024 10:37 AM
5	No fixed limit	9/17/2024 7:32 PM
6	6-8 weeks for medial leave and up to 12 weeks unpaid maternity	9/17/2024 5:56 PM
7	they have to accumulate time	9/17/2024 4:10 PM
8	2 weeks	9/17/2024 3:12 PM
9	up to 12 weeks	9/17/2024 2:45 PM
10	whatever PTO they have plus up to 8 weeks unpaid (to cover maternity)	9/17/2024 2:41 PM
11	Not sure	9/17/2024 2:35 PM
12	up to 12	9/17/2024 2:26 PM
13	2 Weeks	9/17/2024 2:26 PM
14	still trying to decide	9/17/2024 2:23 PM
15	12 weeks	9/17/2024 2:20 PM
16	2 weeks unless other arrangements were approved ahead of time	9/17/2024 2:05 PM
17	paid is the ETO they have available. Total is 6 weeks	9/17/2024 1:59 PM

Q2 Are there any other comments you have regarding this subject?

Answered: 9 Skipped: 8

#	RESPONSES	DATE
1	This is one subject that causes angst. Things happen that require employees to sometimes have no choice but to have unpaid PTO, which upsets the rest of the staff.	9/18/2024 2:47 PM
2	Mostly of our cases has been for Covid positive related time off.	9/18/2024 11:54 AM
3	We have not had this happen other than maternity leave. For that, they must use up all PTO first, but we did allow for up to 12 weeks off, with unpaid leave.	9/18/2024 10:37 AM
4	Each case is handled on an individual basis and employees are cross-trained to support each other during challenging life circumstances.	9/17/2024 7:32 PM
5	We typically handle these on a case by case basis, depending on the reason for leave. Employees may use any earned PTO and borrow up to 1 week of PTO in order to be paid. But after PTO is used, it is unpaid leave. Employees do have a voluntary benefit of Short term disability that they can use to offset any unpaid time off.	9/17/2024 5:56 PM
6	Anyone that has needed extended time off, more than 2 weeks, has qualified for FMLA	9/17/2024 3:12 PM
7	We would have to take in to consideration the employees position, how much time they are requesting, can we make other arrangements. But we work with our employees as much as we possibly can.	9/17/2024 2:35 PM
8	We are too small for FMLA, but will allow personal leave for any employee who has been with us >1yr. Case-by-case consideration based on position, status, tenure and circumstances.	9/17/2024 2:26 PM
9	All others will be considered case by case depending on extenuating circumstances.	9/17/2024 2:26 PM