



Alabama - Leave Examples

Example 1

An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 12 weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave					
Leave Laws	APA											
	Federal FMLA											
State Income Replacement Benefits	N/A											
Week	1	2	3	4	5	6	7	8	9	10	11	12

APA runs concurrently with federal FMLA for the birth and care of the child, where an employee is eligible for each law.

In this example, the employee has used all their leave allowed under both FMLA and APA in a 12-month period.

Example 2

An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave											
Leave Laws	APA											
	Federal FMLA											
State Income Replacement Benefits	N/A											
Week	1	2	3	4	5	6	7	8	9	10	11	12

APA runs concurrently with federal FMLA where an employee is eligible for each law.

The employee has used all their parental leave allowed under both FMLA and APA in a 12-month period.

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