

## Example 1

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

	Pregnancy Disability						Parental (Bonding) Leave					
Leave Laws	CT FEPA											
	CT FMLA											
	Federal FMLA											
State Income Replacement Benefits	CT PL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

CT FEPA and CT FMLA and federal FMLA run concurrently with FMLA where an employee is eligible for each law. CT FEPA does not run concurrently with CT FMLA during the parental leave portion.

As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and CT FMLA 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	CT FMLA											
	Federal FMLA											
State Income Replacement Benefits	CT PL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

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

As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and CT FMLA in a 12-month period.

## Example 3

An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave											
Leave Laws	CT FMLA											
	Federal FMLA											
State Income Replacement Benefits	CT PL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

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

In this example, the employee has 4 weeks of FMLA/CT FMLA remaining to use.

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