

Larkin **Federal - Leave Examples**

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	Federal FMLA											
Income Replacement Benefits	N/A*											
Week	1	2	3	4	5	6	7	8	9	10	11	12

As of the 12th week of their leave, the employee has used all their leave allowed under FMLA in a 12-month period.
There are no federal income replacement benefits, but there may be at the state level. Check the applicable state Deep Dive page.

Example 2
An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

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

As of the 12th week of their leave, the employee has used all their leave allowed under FMLA in a 12-month period.
There are no federal income replacement benefits, but there may be at the state level. Check the applicable state Deep Dive page.

Example 3
An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave											
Leave Laws	Federal FMLA											
Income Replacement Benefits	N/A*											
Week	1	2	3	4	5	6	7	8	9	10	11	12

In this example, the employee has 4 weeks of FMLA remaining to use.
There are no federal income replacement benefits, but there may be at the state level. Check the applicable state Deep Dive page.

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