



## Hawaii - 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							HFLL					
	Federal FMLA											
State Income Replacement Benefits	HI TDI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

HI TDI provides pay only (HI has no job protected leave for medical reasons). Employee may qualify for federal FMLA.

HFLL 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 HFLL in a 12-month period.

Note: HI TDI becomes payable after a 7 calendar day waiting 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	HFLL											
	Federal FMLA											
State Income Replacement Benefits	N/A - no parental income replacement benefits											
Week	1	2	3	4	5	6	7	8	9	10	11	12

HFLL runs concurrently with 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 FMLA and HFLL 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	Federal FMLA											
State Income Replacement Benefits	HI TDI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

HI TDI provides pay only (HI has no job protected leave for medical reasons). Employee may qualify for federal FMLA.

In this example, the employee has 4 weeks of FMLA remaining to use in a 12-month period. HI TDI provides up to 26 weeks of income replacement benefits in a 12-month period.

Note: HI TDI becomes payable after a 7 calendar day waiting period.

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