

**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	MPLA																			
	MA PFML (Medical Leave)						MA PFML (Family Leave)													
	Federal FMLA																			
State Income Replacement Benefits	MA PFML (Medical Leave)						MA PFML (Family Leave)													
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		

MA PFML and MPLA run concurrently with federal FMLA where an employee is eligible for each law.

As of the 18th week of their leave, the employee has used all their parental leave allowed under both FMLA and MA PFML in a 12-month period.

Note: MA PFML is payable after a 7 calendar day waiting period. No waiting period for her parental (family) leave if taken directly after her medical claim.

**Example 2**

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

	Parental (Bonding) Leave											
Leave Laws	MPLA											
	MA PFML											
	Federal FMLA											
State Income Replacement Benefits	MA PFML											
Week	1	2	3	4	5	6	7	8	9	10	11	12

MPLA and MA PFML run 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 both FMLA and MA PFML in a 12-month period.

Note: MA PFML is payable after a 7 calendar day waiting period.

**Example 3**

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

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

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

In this example, the employee has 4 weeks of FMLA and 12 weeks of MA PFML remaining to use for medical reasons.

Note: MA PFML is payable after a 7 calendar day waiting period.

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