

Larkin **New Hampshire - 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	NH-LAD											
	Federal FMLA											
State Income Replacement Benefits							NH PFML					
Week	1	2	3	4	5	6	7	8	9	10	11	12

NH-LAD and NH PFML run concurrently with federal FMLA where an employee is eligible for each law. However, if, during the pregnancy disability period, the employee is also receiving STD, NH PFML is not payable, but the leave is still trackable under NH-LAD and FMLA. The employee may instead use NH PFML during their parental leave.

As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and NH PFML in a 12-month period, while NH-LAD does not have a defined limit.

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											
State Income Replacement Benefits	NH PFML											
Week	1	2	3	4	5	6	7	8	9	10	11	12

NH PFML 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 NH PFML 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	NH PFML											
Week	1	2	3	4	5	6	7	8	9	10	11	12

NH PFML runs concurrently with FMLA where an employee is eligible for each law. However, when the employee is receiving STD, NH PFML is not payable for the employee's own medical condition (but the leave is still trackable under FMLA if eligible).

In this example, the employee is not claiming STD. The employee has 4 weeks of FMLA remaining to use in a 12-month period. They have used up all of their NH PFML after 6 weeks.

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