



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

TNMLA 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 leave allowed under FMLA in a 12-month period. They still, however, have more time off under the TNMLA, as they have up to 4 months of leave under that law.

*There are no leave related income replacement benefits in TN.

Example 2

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

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

TNMLA 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 leave allowed under FMLA in a 12-month period.

They still, however, have more time off under the TNMLA, as they have up to 4 months of leave under that law.

*There are no leave related income replacement benefits in TN.

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