

<div>Example 1</div> <div>An eligible employee requires 8 weeks of family care leave to care for their grandparent who is recovering from a surgery.</div>	Family Care Leave												<div>In this example, the employee has 4 weeks of DAD-FLO leave remaining to use in a 12-month period. DAD-FLO does not run concurrently with federal FMLA (FMLA does not allow leave for grandparents).</div>	
	Leave Laws	DAD-FLO												
	State Income Replacement Benefits													
Week	1	2	3	4	5	6	7	8	9	10	11	12		

<div>Example 2</div> <div>An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 6 weeks of parental leave.</div>	Pregnancy Disability						Parental (Bonding) Leave						<div>DAD-FLO will run 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 DAD-FLO in a 12-month period.</div>	
	Leave Laws	DAD-FLO												
		Federal FMLA												
	State Income Replacement Benefits													
	Week	1	2	3	4	5	6	7	8	9	10	11		12

<div>Example 3</div> <div>An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.</div>	Parental (Bonding) Leave												<div>DAD-FLO will run 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 DAD-FLO in a 12-month period.</div>	
	Leave Laws	DAD-FLO												
		Federal FMLA												
	State Income Replacement Benefits													
	Week	1	2	3	4	5	6	7	8	9	10	11		12

In this example, the employee has 4 weeks of DAD-FLO leave remaining to use in a 12-month period. DAD-FLO does not run concurrently with federal FMLA (FMLA does not allow leave for grandparents).

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