

<div> <div>Larkin</div> <div>Alabama - Leave Types, Benefit Amounts and Durations</div> </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Adoption Promotion Act (APA)	Leave Laws - the APA will run concurrently with federal FMLA (for parental leave reasons). Pay Laws - N/A	Leave and Pay	50 or more employees (US) in a 75-mile radius	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	12 weeks Pregnancy disability (following the child's birth)/Parental Leave	If you provide leave pay/salary continuation for biological parents, we recommend providing the same for adoptive parents. However, see below for the specific details of the law.	N/A	N/A

If employer provides paid leave to an employee for parental leave for biological parents, they must provide the lesser of either equivalent paid leave or two-weeks paid leave to an employee for the care of a child placed with the employee for adoption.

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