

## Example 1

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

|                                   | Parental (Bonding) Leave |   |   |   |   |   |   |   |   |    |    |    |
|-----------------------------------|--------------------------|---|---|---|---|---|---|---|---|----|----|----|
| Leave Laws                        | VPFLA                    |   |   |   |   |   |   |   |   |    |    |    |
|                                   | Federal FMLA             |   |   |   |   |   |   |   |   |    |    |    |
| State Income Replacement Benefits | VT FMLI*                 |   |   |   |   |   |   |   |   |    |    |    |
|                                   |                          |   |   |   |   |   |   |   |   |    |    |    |
| Week                              | 1                        | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |

VPFLA runs concurrently with FMLA during parental leave 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 both FMLA and VPFLA in a 12-month period.

\*Beginning July 1, 2024, VT FMLI is available if the employer has opted in to the program. The duration will vary as the program is customizable and can be from 6-26 weeks in duration. Employees may still opt out of the program.

## Example 2

An eligible employee #1 requires 8 weeks of medical leave to recover from their condition which poses imminent danger of death, requires inpatient care in a hospital; an eligible employee #2 has a family member who requires continuing in-home care under the direction of a physician for 8 weeks.

|                                   | Medical or Family Care Leave |   |   |   |   |   |   |   |   |    |    |    |
|-----------------------------------|------------------------------|---|---|---|---|---|---|---|---|----|----|----|
| Leave Laws                        | VPFLA                        |   |   |   |   |   |   |   |   |    |    |    |
|                                   | Federal FMLA                 |   |   |   |   |   |   |   |   |    |    |    |
| State Income Replacement Benefits | VT FMLI*                     |   |   |   |   |   |   |   |   |    |    |    |
|                                   |                              |   |   |   |   |   |   |   |   |    |    |    |
| Week                              | 1                            | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |

VPFLA runs concurrently with FMLA where an employee is eligible for each law, in this example.

In these two cases, both employees would be tracked the same and both would have 4 weeks of FMLA and VPFLA remaining to use within a 12-month period.

\*Beginning July 1, 2024, VT FMLI is available if the employer has opted in to the program. The duration will vary as the program is customizable and can be from 6-26 weeks in duration. Employees may still opt out of the program.

## Example 3

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                        | Federal FMLA         |   |   |   |   |   | VPFLA                    |   |   |    |    |    |
|                                   |                      |   |   |   |   |   |                          |   |   |    |    |    |
| State Income Replacement Benefits | VT FMLI*             |   |   |   |   |   |                          |   |   |    |    |    |
|                                   |                      |   |   |   |   |   |                          |   |   |    |    |    |
| Week                              | 1                    | 2 | 3 | 4 | 5 | 6 | 7                        | 8 | 9 | 10 | 11 | 12 |

VPFLA runs concurrently with FMLA during parental leave 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 and would have 6 weeks of VPFLA remaining to use within a 12-month period.

\*Beginning July 1, 2024, VT FMLI is available if the employer has opted in to the program. The duration will vary as the program is customizable and can be from 6-26 weeks in duration. Employees may still opt out of the program.

Larkin

Vermont - Leave Examples

**Example 4**

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

| Leave Laws                        | Medical Leave |   |   |   |   |   |   |   |   |    |    |    |
|-----------------------------------|---------------|---|---|---|---|---|---|---|---|----|----|----|
|                                   | Federal FMLA  |   |   |   |   |   |   |   |   |    |    |    |
|                                   |               |   |   |   |   |   |   |   |   |    |    |    |
| State Income Replacement Benefits | VT FMLI*      |   |   |   |   |   |   |   |   |    |    |    |
|                                   |               |   |   |   |   |   |   |   |   |    |    |    |
| Week                              | 1             | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |

VPFLA only applies for more serious conditions when compared to FMLA. A serious condition under VPFLA is defined as posing an imminent danger of death, require inpatient care in a hospital; or requires continuing in-home care under the direction of a physician. In this example, only the federal FMLA applies.

\*Beginning July 1, 2024, VT FMLI is available if the employer has opted in to the program. The duration will vary as the program is customizable and can be from 6-26 weeks in duration. Employees may still opt out of the program.

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.