



## Delaware - Leave Examples

<div>Example 1</div> <div>An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 12 weeks of parental leave.</div>	Leave Laws	Pregnancy Disability						Parental (Bonding) Leave						<div>DE PFML 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 DE PFML in a 12-month period. DE PFML and FMLA are limited to 12 weeks of leave (between the different leave types) in a 12-month period.</div> <div>*Reminder: DE PFML is not live until 01/01/26.</div> <div>Until then, employees are only covered under federal FMLA. There are also no leave income replacement benefits in DE until DE PFML is live.</div>
		DE PFML												
		Federal FMLA												
	State Income Replacement Benefits	DE PFML												
Week	1	2	3	4	5	6	7	8	9	10	11	12		

<div>Example 2</div> <div>An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.</div>	Leave Laws	Parental (Bonding) Leave												<div>DE PFML 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 DE PFML in a 12-month period. DE PFML and FMLA are limited to 12 weeks of parental leave in a 12-month period.</div> <div>*Reminder: DE PFML is not live until 01/01/26.</div> <div>Until then, employees are only covered under federal FMLA. There are also no leave income replacement benefits in DE until DE PFML is live.</div>	
		DE PFML*													
		Federal FMLA													
	State Income Replacement Benefits	DE PFML*													
Week	1	2	3	4	5	6	7	8	9	10	11	12			

<div>Example 3</div> <div>An eligible employee requires 8 weeks of medical leave to recover from their surgery.</div>	Leave Laws	Medical Leave												<div>DE PFML will run concurrently with federal FMLA where an employee is eligible for each law. In this example, the employee has 4 weeks of FMLA remaining to use in a 12-month period. They have, however, exhausted their DE PFML leave. The maximum leave an employee can take for medical and family caregiving under PFML is 6 weeks in any 24-month period.</div> <div>*Reminder: DE PFML is not live until 01/01/26.</div> <div>Until then, employees are only covered under federal FMLA. There are also no leave income replacement benefits in DE until DE PFML is live.</div>	
		DE PFML*													
		Federal FMLA													
	State Income Replacement Benefits	DE PFML*													
Week	1	2	3	4	5	6	7	8	9	10	11	12			

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