

<div>Example 1</div> <div>An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 14 weeks of parental leave.</div>	Leave Laws	Pregnancy Disability						Parental (Bonding) Leave														MN PPL and MN PLL run concurrently with federal FMLA where an employee is eligible for each law. As of the 12th week, the employee has used all their parental leave allowed under FMLA and MN PPL, and as of the 20th week, the employee has used all their parental leave allowed under MN PLL in a 12-month period. *Reminder: MN PLL is not live until 01/01/26
		MN PPL																				
		Federal FMLA																				
		MN PLL*																				
	State Income Replacement Benefits	MN PLL*																				
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		

<div>Example 2</div> <div>An eligible non-birthing parent is requesting 20 weeks of parental leave to bond with their newborn.</div>	Leave Laws	Parental (Bonding) Leave																				MN PPL and MN PLL run concurrently with federal FMLA where an employee is eligible for each law. As of the 12th week, the employee has used all their parental leave allowed under FMLA and MN PPL, and as of the 20th week, the employee has used all their parental leave allowed under MN PLL in a 12-month period. *Reminder: MN PLL is not live until 01/01/26
		MN PPL																				
		Federal FMLA																				
		MN PLL*																				
	State Income Replacement Benefits	MN PLL*																				
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		

<div>Example 3</div> <div>An eligible employee requires 8 weeks of medical leave to recover from their surgery.</div>	Leave Laws	Medical Leave												MN PLL will run concurrently with federal FMLA where an employee is eligible for each law. In this example, the employee has used 8 weeks under FMLA and MN PLL, and has 4 weeks remaining to use in a 12-month period. *Reminder: MN PLL is not live until 01/01/26
		MN PLL*												
		Federal FMLA												
	State Income Replacement Benefits	MN PLL*												
Week	1	2	3	4	5	6	7	8	9	10	11	12		

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