



## Maine - Leave Examples

<b>Example 1</b>  An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 6 weeks of parental leave.	<b>Leave Laws</b>	<b>Pregnancy Disability</b>	<b>Parental (Bonding) Leave</b>											
		MFMLA												
	<b>State Income Replacement Benefits</b>	Federal FMLA												
		ME PFML*												
	<b>Week</b>	1	2	3	4	5	6	7	8	9	10	11	12	
MFMLA runs concurrently with federal FMLA and ME PFML 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 FMLA in a 12-month period, ME PFML in a 12-month period, and MFMLA in a 24-month period.  <b>*Reminder: ME PFML is not live until 05/01/2026</b>														
<b>Example 2</b>  An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.	<b>Leave Laws</b>	<b>Parental (Bonding) Leave</b>												
		MFMLA												
	<b>State Income Replacement Benefits</b>	Federal FMLA												
		ME PFML*												
	<b>Week</b>	1	2	3	4	5	6	7	8	9	10	11	12	
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<b>Example 3</b>  An eligible employee requires 12 weeks of medical leave to recover from their surgery.	<b>Leave Laws</b>	<b>Medical Leave</b>												
		MFMLA												
	<b>State Income Replacement Benefits</b>	Federal FMLA												
		ME PFML*												
	<b>Week</b>	1	2	3	4	5	6	7	8	9	10	11	12	
MFMLA runs concurrently with federal FMLA and ME PFML where an employee is eligible for each law.  As of the 12th week of their leave, the employee has used all their medical leave allowed under FMLA in a 12-month period, ME PFML in a 12-month period, and MFMLA in a 24-month period.  <b>*Reminder: ME PFML is not live until 5/01/2026</b>														

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