

Example 1

An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 6 weeks of parental leave.

Leave Laws	Pregnancy Disability						Parental (Bonding) Leave					
	MDPLA											
	Federal FMLA*											
State Income Replacement Benefits	N/A - no state income replacement benefits											
Week	1	2	3	4	5	6	7	8	9	10	11	12

MDPLA runs concurrently with federal FMLA where an employee is eligible for each law. 6 weeks of MDPLA will apply during the pregnancy and parental leave portion.

As of the 6th week of their leave, the employee has used all their leave allowed under MDPLA in a 12-month period. As of the 12th week, the employee has used all their leave allowed under FMLA in a 12-month period.

*Effective 10/1/25, employers covered under FMLA will be exempt from providing PLA leave

Example 2

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

	Parental (Bonding) Leave											
Leave Laws	MDPLA											
	Federal FMLA*											
State Income Replacement Benefits	N/A - no state income replacement benefits											
Week	1	2	3	4	5	6	7	8	9	10	11	12

MDPLA runs concurrently with 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 MDPLA in a 12-month period.

*Effective 10/1/25, employers covered under FMLA will be exempt from providing PLA leave

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