

Larkin **Minnesota - Leave Examples**

Example 1
An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 14 weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave													
Leave Laws	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

MNPPL 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.

Example 2
An eligible non-birthing parent is requesting 20 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave																			
Leave Laws	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

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.

Example 3
An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave											
Leave Laws	MN PLL											
	Federal FMLA											
State Income Replacement Benefits	MN PLL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

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.

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