

**Larkin** **Colorado - Leave Examples**

<p><b>Example 1</b></p> <p>An eligible employee requires 8 weeks of family care leave to care for their domestic partner who is recovering from a surgery.</p>	<b>Family Care Leave</b>												<p>In this example, the employee has 4 weeks of CO FCA and CO FAML I leave remaining to use in a 12-month period. CO FCA does not run concurrently with federal FMLA (FMLA does not allow leave for domestic or civil partnerships).</p> <p>CO FAML I could run concurrently with CO FCA in some cases. CO FAML I allows leave/pay to care for those with a significant "family-like" bond. Thus, this could include domestic and civil partnerships (which are covered under CO FCA).</p>	
	<b>Leave Laws</b>	CO FCA												
		CO FAML I												
	<b>State Income Replacement Benefits</b>	CO FAML I												
	<b>Week</b>	1	2	3	4	5	6	7	8	9	10	11		12
<p><b>Example 2</b></p> <p>An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 6 weeks of parental leave.</p>	<b>Pregnancy Disability</b>						<b>Parental (Bonding) Leave</b>						<p>CO FAML I 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 CO FAML I in a 12-month period.</p>	
	<b>Leave Laws</b>	CO FAML I												
		Federal FMLA												
	<b>State Income Replacement Benefits</b>	CO FAML I												
	<b>Week</b>	1	2	3	4	5	6	7	8	9	10	11		12
<p><b>Example 3</b></p> <p>An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.</p>	<b>Parental (Bonding) Leave</b>												<p>CO FAML I 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 CO FAML I in a 12-month period.</p>	
	<b>Leave Laws</b>	CO FAML I												
		Federal FMLA												
	<b>State Income Replacement Benefits</b>	CO FAML I												
	<b>Week</b>	1	2	3	4	5	6	7	8	9	10	11		12
<p><b>Example 4</b></p> <p>An eligible employee requires 8 weeks of medical leave to recover from their surgery.</p>	<b>Medical Leave</b>												<p>CO FAML I will run concurrently with federal FMLA where an employee is eligible for each law. In this example, the employee has 4 weeks of FMLA/CO FAML I remaining to use in a 12-month period.</p>	
	<b>Leave Laws</b>	CO FAML I												
		Federal FMLA												
	<b>State Income Replacement Benefits</b>	CO FAML I												
	<b>Week</b>	1	2	3	4	5	6	7	8	9	10	11		12

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<p><b>Example 5</b></p> <p>An eligible non birthing parent requests 12 weeks of parental leave to bond with their newborn, and another 12 weeks because their child is receiving care in a neonatal intensive care unit.</p>	<b>Leave Laws</b>	<b>NICU Leave</b>		<b>Parental (Bonding)</b>		<p>CO FAMLI 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 family care leave allowed under FMLA and CO FAMLI (for NICU reasons) in a 12-month period. As of the 13th week, the employee may take 12 weeks of bonding leave under CO FAMLI. As of the 24th week of leave, the employee has used all their bonding leave allowed under CO FAMLI in a 12-month period.</p>
		CO FAMLI (NICU)			CO FAMLI (Bonding)	
	Federal FMLA					
	<b>State Income Replacement Benefits</b>	CO FAMLI				
	<b>Week</b>	1	→	12	13	

<p><b>Example 6</b></p> <p>An eligible birthing parent requests 16 weeks of pregnancy and bonding leave due to pregnancy complications, and another 12 weeks because their child is receiving care in a neonatal intensive care unit.</p>	<b>Leave Laws</b>	<b>Pregnancy Disability</b>		<b>NICU Leave</b>		<b>Parental (Bonding)</b>		<p>CO FAMLI 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 leave allowed under FMLA. CO FAMLI allows an additional 12 weeks for NICU leave. As of the 22nd week of leave, the employee has used all their NICU leave allowed under CO FAMLI in a 12-month period. The employee has 6 weeks remaining of bonding leave to use.</p>	
		CO FAMLI (Pregnancy)			CO FAMLI (NICU)		CO FAMLI (Bonding)		
	Federal FMLA								
	<b>State Income Replacement Benefits</b>	CO FAMLI							
	<b>Week</b>	1	→	10	11	→	22		23

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