

EMPLOYER RESOURCES: HOW MUCH LEAVE IS AVAILABLE?

This document describes the most commonly used laws provided job-protected leave and the amount of leave available under each law.

Federal FMLA:

- **Standard leave and/or qualifying exigency leave:**
 - An eligible employee is entitled to **a maximum of twelve (12) weeks** of leave **in a 12-month period**.
- **Military caregiver leave:**
 - An eligible employee is entitled to **a maximum of 26 weeks** of leave during a **single 12-month** period to care for a covered service member (including a covered veteran) who was injured while on active duty in the U.S. Armed Forces.
 - An employee can take this leave only one time per service member, per injury.
 - During any single 12-month period, the employee's **total** leave entitlement is **limited to a combined total of 26 weeks for all qualifying reasons** under standard federal FMLA and military family leave.

CT FMLA:

- **Standard leave and/or qualifying exigency leave:**
 - An eligible employee is entitled to **a maximum of twelve weeks** of leave **within a 12-month period except**
 - An eligible employee may be entitled to two extra weeks of leave (up to a maximum of 14 weeks) in a 12-month period if the employee experiences a serious health condition resulting in incapacitation during pregnancy.
- **Military caregiver leave:**
 - An eligible employee is entitled to **a maximum of 26 weeks** of leave **in a 12-month period**.
 - An employee can take this leave only one time per service member, per injury.
 - During any single 12-month period, the employee's **total** leave entitlement is **limited to a combined total of 26 weeks for all qualifying reasons** under standard state FMLA and military family leave.

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Pregnancy Disability leave:

- An employee may take a “**reasonable**” amount of leave for the disability associated with pregnancy and childbirth.
 - The amount of time that is considered “reasonable” is determined on a case-by-case basis, based upon the employee’s medical condition.
 - In general, if the employee has a routine pregnancy and childbirth, with no complications, it is reasonable for an employee to need six (6) weeks of leave following a vaginal delivery or eight (8) weeks of leave following a caesarian section.

Family Violence Leave / Safe Leave:

- An employee may take up to 12 calendar days in a calendar year of Family Violence leave / Safe leave.