



ADMINISTRATIVE SERVICES HUMAN RESOURCES FMLA MATERNITY LEAVE CHOICE

* Leave to bond with a newborn may not be taken intermittently unless approved by your department.

Employee Requests FMLA/ WA State FLA to Begin When Maternity Disability Leave Ends

of weeks

0 2 4 6 8 10 12 14 16 18
Baby born

WA Maternity Disability

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Unpaid leave and no employer-paid insurance, unless accruals or WTWT waiver maintain benefit eligibility.
Sick leave may only be used during disability. Leave without pay may not be used until accruals are exhausted.

FMLA/ FLA:

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Employer-paid insurance continues. Time may be taken as unpaid or with accruals as allowed.

Employee Requests FMLA to Coincide with Maternity Disability Leave, Followed by WA State FLA

of weeks

0 2 4 6 8 10 12 14 16 18
Baby born

WA Maternity Disability

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Unpaid leave and no employer-paid insurance.
Sick leave may only be used during disability

FMLA:

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Employer-paid insurance continues. Time may be taken as unpaid or with accruals as allowed.

FLA:

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No employer-paid insurance. COBRA qualifying at the end of FMLA.

Employee Signature

Date