



Kean University | Office of Human Resources



Leave of Absence: For Mothers Who Give Birth

Understanding Leave of Absence Entitlements, Wage Replacement Programs, and Paid Time Off (PTO)



For Mothers Who Give Birth

Scenario A - If you work until your delivery date



Weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26				
FMLA (Leave entitlement - 12 weeks max)	Post-delivery (6-8 weeks)						FMLA for care of newborn																							
Temporary Disability Insurance (wage replacement - 26 weeks max)	TDI may be used for maternity																													
NJFLA (Leave entitlement -12 weeks max)							NJFLA can start when you are medically cleared, and is used for bonding with your baby																							
FLI (wage replacement - 12 weeks max)							FLI can be used for bonding																							
PTO if not using TDI/FLI	You may use any earned PTO during your leave. If exhausted, you may switch to TDI or FLI as applicable or you may decide to not use any of your PTO.																													
Union (IF APPLICABLE)	Any leave entitlement you may be eligible for through your Union runs concurrent with FMLA and NJFLA leave, and may extend your leave, if approved.																													

The example above is meant to be used a starting point in a dialog with your benefits representative.



For Mothers Who Give Birth Scenario B - If you start your leave PRIOR TO your delivery date



Weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26		
FMLA (Leave entitlement - 12 weeks max)	Pre-delivery (4 weeks)				Post-delivery (6-8 weeks)						FMLA cont.																	
Temporary Disability Insurance (wage replacement - 26 weeks max)	TDI may be used for maternity																											
NJFLA (Leave entitlement -12 weeks max)											NJFLA can start when you are medically cleared, and is used for bonding with your baby																	
FLI (wage replacement - 12 weeks max)											FLI can be used for bonding																	
PTO if not using TDI/FLI	You may use any earned PTO during your leave. If exhausted, you may switch to TDI or FLI as applicable or you may decide to not use any of your PTO.																											
Union (IF APPLICABLE)	Any leave entitlement you may be eligible for through your Union runs concurrent with FMLA and NJFLA leave, and may extend your leave, if approved.																											

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Scenario C - Your Personalized Plan



During your benefits meeting, discuss your PTO and if you want to use TDI/FLI during your leave

Weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
FMLA (Leave entitlement - 12 weeks max)																											
Temporary Disability Insurance (wage replacement - 26 weeks max)																											
NJFLA (Leave entitlement -12 weeks max)																											
FLI (wage replacement - 12 weeks max)																											
PTO if not using TDI/FLI																											
Union (IF APPLICABLE)																											

Questions? Please contact Lorice Thompson-Greer at lgreer@kean.edu or by phone at 908-737-3309