

## Sample Maternity Timeline Colorado

**Birth Parent Absence Maternity and Bonding (Assumes natural delivery)**

**Intact has a private plan for CO PFML benefits. LFG will manage all absences.**

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
STD Elim Period	Short -term disability (Offset paid by LFG, STD benefit paid by Intact)					Intact's 6 week PPL (should be offset by COPFML)					
CO Medical Leave (no Elimination Period)						CO Paid Family Leave (Bonding) (Max benefit \$1,100/wk)					
Family and Medical Leave Act (FMLA) (unpaid)											

Weeks 1-12: FMLA (unpaid job protection) runs concurrently with:

Weeks 1 through 6: CO Paid Medical Leave and STD are paid

Weeks 7 through 12: CO Paid Bonding Leave are paid