

Sample Maternity Timeline Massachusetts

Birth Parent Absence Maternity and Bonding (Assumes natural delivery)

Intact has a private plan for MA 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	Week 13	Week 14	Week 15	Week 16	Week 17	Week 18		
STD Elim Period	Short -term disability (Offset paid by LFG/STD paid by Intact)					Intact's 6 week PPL (should be offset by MAPFML)													
MA PFML Elim Period	MA Paid Medical Leave (Paid by Lincoln)					MA Paid Family Leave (Bonding) (Max benefit \$1,149.90/wk)													
Family and Medical Leave Act (FMLA) (unpaid)																			

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

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

Weeks 7 through 18: MA Paid Family Leave are paid