



Taking Leave to bond with an adopted child.

Michael, age 35

- Michael and his husband Tyler are preparing to adopt a baby.
- Michael would like to take time off to bond with their child.
- Vermont's Parental and Family Leave Law will enable Michael to take time off, but that time would be unpaid.
- Vermont Family Leave Insurance (VT FLI) from The Hartford can protect Michael's income for up to 12 weeks.

Protecting Michael's income during Leave.

Michael is an attorney at Manchester & Ludlow, a Vermont law firm with a staff of 25. Michael has been with M&L since graduating from law school ten years ago. Michael and his husband Tyler are preparing to adopt a baby, a daughter they'll name Marlow.

Michael would like to take time off to bond with their child and will take time off using Vermont's Parental and Family Leave Law.

In order to plan his Leave, Michael meets with the HR specialist at his firm to work out how much Leave he can take under Vermont's Parental and Family Leave Law.

Michael would also like to know if there are additional benefits, such as Vermont Family Leave Insurance (VT FLI), that could protect his income during his Leave.

Taking Leave to bond with an adopted child.

Michael has job and income protection in place.

Vermont Parental and Family Leave Law protects Michael's job for up to 12 weeks of Leave

Under this law, Michael can take this time off to bond with his adopted daughter, Marlow, but only his job is protected – not his income.

Vermont Family Leave Insurance will protect Michael's income for up to 12 weeks of Leave

Michael's firm also has VT FLI benefits to provide partial income replacement during Leave. So Michael's income will be covered because bonding with a new child is a covered Leave reason.

Protecting Michael's job and income during Leave.

Vermont Parental and Family Leave Law protects Michael's job for up to 12 weeks of Leave. VT FLI protects Michael's wages for up to 12 weeks of Leave while he bonds with his child.

		Michael's 12 Weeks of Leave											
		1	2	3	4	5	6	7	8	9	10	11	12
Vermont Parental and Family Leave		■	■	■	■	■	■	■	■	■	■	■	■
Vermont Family Leave Insurance (VT FLI)		■	■	■	■	■	■	■	■	■	■	■	■

In Summary

The different types of Leave can be used together to help support an employee during a qualified Leave. They work together to assist when life happens and time away from work is needed. Eligibility and Leave duration for Vermont Family Leave Insurance vary for Vermont employees, depending on their employment status and plan design.

To learn more about Vermont Family Leave Insurance, reach out to your representative at The Hartford.

Visit [FMLI.thehartford.com](https://fml.thehartford.com) to learn more about FLI.



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These scenarios are fictitious and for illustrative purposes only. Available Leave offerings and durations vary by state and employers.

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