



## Taking Leave to care for a family member.

### Shira, age 55

- Shira needs to take some time off as her mother, Barbara, fell and broke her hip.
- Shira would like to take six weeks off to help her mother recover from surgery.
- Shira will then need to take her mother to follow-up appointments.
- The Family and Medical Leave Act (FMLA) will enable Shira to take time off, but that time would be unpaid.
- Vermont Family Leave Insurance (VT FLI) from The Hartford can protect Shira's income for up to 12 weeks.

### Protecting Shira's income during Leave.

Shira works at MyBoard, a large Vermont company that makes custom snowboards. MyBoards are recognized all over the world for their unique and colorful designs, and that's all thanks to Shira's creative vision.

Shira has been with the company for 20 years. This year, she'll need to take some time off because her mother, Barbara, fell and broke her hip. Shira would like to take Leave to help Barbara during her surgery and recovery, then intermittently to take her to follow-up medical appointments.

In order to make some plans on how best to manage this time off, Shira meets with the HR administrator at MyBoard to see how FMLA and FLI can support her Leave.

In the meeting, Shira outlines that based on the doctor's estimate, she would like to take six weeks off to help her mother recover from surgery. Then, every week, she'll need two hours of Leave to take her mother to physical therapy and follow-up doctor's appointments.

### Taking Leave to care for a family member.

#### Shira has job and income protection in place.

#### The Family and Medical Leave Act (FMLA) protects Shira's job for up to 12 weeks of Leave

Under this law, Shira can take this time off to care for a family member, but only her job is protected — not her income.

#### Vermont Family Leave Insurance (VT FLI) will protect Shira's income for up to 12 weeks of Leave

Because MyBoard also provides VT FLI coverage, Shira's income will be partially replaced when she takes Leave — even during her mother's weekly two-hour appointments.

# Protecting Shira’s job and income during Leave.

FMLA protects Shira's position for up to 12 weeks of Leave.  
VT FLI protects Shira's wages for up to 12 weeks of Leave while she helps her mother recover from surgery.

| Shira's 12 Weeks of Leave   |   |   |   |   |   |   |   |   |    |    |    |
|---|---|---|---|---|---|---|---|---|----|----|----|
| 1   | 2 | 3 | 4 | 5 | 6 | 7   | 8 | 9 | 10 | 11 | 12 |
| Family and Medical Leave Act (FMLA)   |   |   |   |   |   |   |   |   |    |    |    |
| Vermont Family Leave Insurance (VT FLI)   |   |   |   |   |   |   |   |   |    |    |    |
| FLI protects Shira's wages as she takes six weeks of Leave to help her mother's initial recovery at home. |   |   |   |   |   | FLI protects Shira's income while she takes her mother to medical appointments. |   |   |    |    |    |

## In Summary

The Family and Medical Leave Act (FMLA) and Vermont Family Leave Insurance (VT FLI) 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 vary for 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://www.fmla.thehartford.com) to learn more about FLI.



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Form Series includes GBD-1870 and GBD-1880.

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

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