

How to code maternity leave in API: 3 example scenarios

Childbirth recovery leave with bonding leave

The physician in this scenario chooses to take a leave of absence totalling 12 weeks, with 6 weeks of paid leave (2 weeks of birth recovery + 4 weeks of bonding) and 6 weeks of unpaid leave and does not have short-term disability (STD).

*If the physician does not wish to extend their leave of absence beyond the 6 weeks of paid leave, the timekeeper would simply not enter any additional calendar requests beyond the last week of paid leave.

Week	1	2	3	4	5	6	7	8	9	10	11	12
Birth recovery	100%	100%										
Bonding			100%	100%	100%	100%						
Personal leave days							0%	0%	0%	0%	0%	0%
API time code	BIRTHRECV	BIRTHRECV	PARENTAL	PARENTAL	PARENTAL	PARENTAL	FLUPD	FLUPD	FLUPD	FLUPD	FLUPD	FLUPD

Childbirth recovery leave with bonding leave and STD with a 15-day waiting period

The physician in this scenario chooses to take a leave of absence totalling 12 weeks. The first 2 weeks of the waiting period would be unpaid, followed by 4 weeks of pay at 60% (STD), then 6 weeks of paid leave (2 weeks of birth recovery + 4 weeks of bonding).

Week	1	2	3	4	5	6	7	8	9	10	11	12
Voluntary group STD			60%	60%	60%	60%						
Birth recovery							100%	100%				
Bonding									100%	100%	100%	100%
Personal leave days	0%	0%										
API time code	FLUPD	FLUPD	FLUPD	FLUPD	FLUPD	FLUPD	BIRTHRECV	BIRTHRECV	PARENTAL	PARENTAL	PARENTAL	PARENTAL

Childbirth recovery leave with bonding leave and STD with a 30-day waiting period

The physician in this scenario chooses to take a leave of absence totalling 12 weeks. The first 4 weeks of the waiting period would be unpaid, followed by 2 weeks of pay at 60% (STD), then 6 weeks of paid leave (2 weeks of birth recovery + 4 weeks of bonding).

Week	1	2	3	4	5	6	7	8	9	10	11	12
Voluntary group STD					60%	60%						
Birth recovery							100%	100%				
Bonding									100%	100%	100%	100%
Personal leave days	0%	0%	0%	0%								
API time code	FLUPD	FLUPD	FLUPD	FLUPD	FLUPD	FLUPD	BIRTHRECV	BIRTHRECV	PARENTAL	PARENTAL	PARENTAL	PARENTAL