



Employee Leave Sample Scenarios Maternity Leave

weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36				
Scenario 1: work up to delivery, natural delivery, no complications, has short term disability insurance																																								
OFLA "Pregnancy Disability"																																								
FMLA																																								
OFLA "Baby Bonding"																																								
STD (only if enrolled)	X																																							
Scenario 2: work up to delivery, c section delivery, no complications, has short term disability insurance																																								
OFLA "Pregnancy Disability"																																								
FMLA																																								
OFLA "Baby Bonding"																																								
STD (only if enrolled)	X																																							
Scenario 3: doctor puts employee off work 4 weeks prior to due date, natural delivery, no complications, has short term disability insurance																																								
OFLA "Pregnancy Disability"																																								
FMLA																																								
OFLA "Baby Bonding"																																								
STD (only if enrolled)	X																																							
Scenario 4: doctor puts employee off due to complications, newborn is ill after 12 weeks of baby bonding, has short term disability insurance																																								
OFLA "Pregnancy Disability"																																								
FMLA																																								
OFLA "Baby Bonding"																																								
OFLA "Sick Child Leave"																																								
STD (only if enrolled)	X																																							

FMLA	Family Medical Leave Act: Federal law providing up to 12 weeks of leave during Pregnancy Disability and Baby Bonding
OFLA	Oregon Family Leave Act: State law providing up to 12 weeks of leave for "Pregnancy Disability"
OFLA	Oregon Family Leave Act: State law providing up to 12 weeks of leave for "Baby Bonding"
OFLA	Oregon Family Leave Act: State law providing up to 12 weeks of leave for "Sick Child Leave" (very rare)
STD	Short Term Disability: (if enrolled) 7 day waiting period, 13 weeks maximum while "disabled" by pregnancy/birth