

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 1	9 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"	6																																		
FMLA																																			
OFLA "Baby Bonding"																																			
STD (only if enrolled)	Χ																																		
Scenario 2: work up to delivery, c	secti	ion c	lelive	ry, n	o cor	mplic	atio	ns, h	as sh	ort t	erm (disal	oility	insu	ıranc	е																			
OFLA "Pregnancy Disability"	<u>`</u>																																		
FMLA																																			
OFLA "Baby Bonding"																																			
STD (only if enrolled)	Χ																																		
Scenario 3: doctor puts employee	off v	vork	4 we	eks	orior	to d	ue da	ite, r	atur	al de	liver	y, no	con	nplic	atio	าร, h	nas s	short	terr	n dis	abil	ity in	sur	ance	е										
OFLA "Pregnancy Disability"				(ो																														
FMLA																																			
OFLA "Baby Bonding"																																			
STD (only if enrolled)	Χ																																		
Scenario 4: doctor puts employee	off d	lue t	o con	nplic	atior	ıs, ne	ewbo	rn is	ill af	ter 1	2 we	eks	of ba	ıby k	ond	ing,	has	sho	rt tei	m d	isab	ility i	nsu	ıran	се										
OFLA "Pregnancy Disability"																																			
FMLA																																			
OFLA "Baby Bonding"																																			
OFLA "Sick Child Leave"																																			
STD (only if enrolled)	Χ																																		
FMLA	Fam	nily N	/ledica	al Le	ave A	\ct: F	eder	al lav	v pro	vidin	g up	to 1	2 we	eks	of lea	ave	duri	ng P	regna	ancy	Disa	bility	y an	id Ba	aby	Bon	ndin	g							
OFLA	Ore	gon	Famil	y Lea	ave A	ct: S	tate I	aw p	rovid	ling ι	ıp to	12 v	veeks	s of I	eave	for	"Pr	egna	ncy I	Disak	oility	"													
OFLA	Ore	gon	Famil	y Lea	ave A	ct: S	tate I	aw p	rovid	ling ι	ıp to	12 v	veeks	s of I	eave	for	"Ba	ıby B	ondi	ng"															
OFLA	Ore	gon .	Famil	y Lea	ave A	ct: S	tate i	aw p	rovia	ling ι	ıp to	12 v	veeks	of I	eave	for	"Sic	k Ch	ild Le	ave	" (ve	ry rai	re)	·	·										

Short Term Disability: (if enrolled) 7 day waiting period, 13 weeks maximum while "disabled" by pregnancy/birth

STD