

Employee Leave Sample Scenarios Maternity Leave

weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17 1	.8 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, na	atura	ıl del	ivery	, no	com	plica	tions	s, has	sho	rt tei	rm di	sabi	lity ir	sura	nce	:	-	•						•	•	•								
OFLA "Pregnancy Disability" 🥠	5																																	
FMLA	<u></u> ا																																	
OFLA "Baby Bonding"																																		
STD (only if enrolled)	Х																										\Box							
Scenario 2: work up to delivery, c-	secti	on d	elive	ry, n	o coi	mplio	atio	ns, h	as sh	ort t	erm	disa	bility	insu	ran	ce																		
OFLA "Pregnancy Disability" 🦽																																		
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OFLA "Baby Bonding"																																		
STD (only if enrolled)	Х																																	
Scenario 3: doctor puts employee off work 4 weeks prior to due date, natural delivery, no complications, has short term disability insurance																																		
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OFLA "Baby Bonding"																																		
STD (only if enrolled)	Χ																																	
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"																																		
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OFLA "Baby Bonding"												(<u> </u>																					
OFLA "Sick Child Leave"																																		
STD (only if enrolled)	Χ																																	
FMLA	Fam	ily M	ledica	al Le	ave A	۱ct: F	eder	al la	w pro	vidir	ng up	to 1	2 we	eks c	of le	ave	durir	ng Pr	egn	ancy	Disa	bilit	y ar	nd Ba	by	Bon	din	g						
OFLA	Ore	gon F	amil	y Lea	ive A	ct: St	tate	law p	rovio	ding ι	ıp to	12 v	veeks	of le	eave	e for	"Pre	gna	ncy l	Disab	ility	.11												
OFLA	Ore	gon F	amil	y Lea	ive A	ct: St	tate	law p	rovio	ding ι	up to	12 v	veeks	of le	eave	e for	r "Bal	оу В	ondi	ng"														
		gon F									•					_					•													
STD	Shor	rt Ter	rm Di	sabi	lity: (if en	rolle	d) 7 d	day w	/aitin	g pe	riod,	13 w	eeks	ma	xim	um v	vhile	"dis	able	d" b	y pre	egna	ancy/	/bir	th								