

Larkin **Oregon - Leave Examples**

Example 1
An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 12 weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave											
Leave Laws	OFLA (Pregnancy Disability)						OFLA (Family Leave)											
	Federal FMLA																	
State Income Replacement Benefits	NA																	
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

OFLA runs concurrently with FMLA where an employee is eligible for each law.
As of the 18th week of their leave, the employee has used all their parental leave allowed under both FMLA and OFLA in a 12-month period.

Example 2
An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave																	
Leave Laws	OFLA																	
	Federal FMLA																	
State Income Replacement Benefits	N/A																	
Week	1	2	3	4	5	6	7	8	9	10	11	12						

OFLA runs concurrently with FMLA where an employee is eligible for each law.
As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and OFLA in a 12-month period.

Example 3
An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave																	
Leave Laws	OFLA																	
	Federal FMLA																	
State Income Replacement Benefits	N/A																	
Week	1	2	3	4	5	6	7	8	9	10	11	12						

OFLA runs concurrently with FMLA where an employee is eligible for each law.
In this example, the employee has 4 weeks of FMLA and OFLA remaining to use.

Example 4
An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and any available weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave									
Leave Laws	OFLA (Pregnancy Disability)						OFLA (Family Leave)									
	Federal FMLA															
	OR PLO*															
State Income Replacement Benefits	OR PLO*															
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

OR PLO and OFLA will run concurrently with federal FMLA where an employee is eligible for each law.
As of the 16th week of their leave, the employee has used all their parental leave allowed under both FMLA, OR PLO and OFLA in a 12-month period. Based current state guidance, employees will be capped at a combined amount of paid and unpaid leave under PLO and OFLA of not more than 16 weeks of leave (or 18 weeks for certain pregnancy related conditions).



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Example 5
 An eligible birthing parent is requesting 14 weeks of pregnancy disability leave (she experiences pregnancy complications) and any available weeks of parental leave.

	Pregnancy Disability														Parental Leave			
Leave Laws	OFLA (Pregnancy Disability)																	
															*OFLA (Family Leave)			
	Federal FMLA														OR PLO			
State Income Replacement Benefits	OR PLO																	
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

OR PLO and OFLA will run concurrently with federal FMLA where an employee is eligible for each law

In this example the employee receives an extra two weeks of OR PLO leave (14 weeks total, as opposed to the standard 12 weeks of PLO leave) due to pregnancy complications. Based on current state guidance, employees will be capped at a combined amount if paid and unpaid leave under PLO and OFLA of not more than 18 weeks (when mothers experience pregnancy complications)

*Week 13 - OFLA family leave is in most cases for parental bonding time. however, in this case the birthing parent has exhausted her OFLA pregnancy disability time. Pregnancy disability leave will only track against the OFLA family leave allowance if the birthing parent requires more than 12 weeks of pregnancy disability leave

Example 6
 An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 6 weeks of parental leave. They choose to take paid leave for the entire duration. This example demonstrates how OR PLO and OFLA is expected to apply once the new law is live July 1, 2024.

	Pregnancy Disability						Parental (Bonding) Leave									
Leave Laws	OR PLO															
	Federal FMLA															
State Income Replacement Benefits	OR PLO															
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

OR PLO will run concurrently with federal FMLA where an employee is eligible for each law.

As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and OR PLO in a 12-month period.

Example 7
 An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 12 weeks of parental leave. They choose to take unpaid leave during their pregnancy disability, and paid leave during their parental leave. This example demonstrates how OR PLO and OFLA is expected to apply once the new law is live July 1, 2024.

	Pregnancy Disability						Parental (Bonding) Leave											
Leave Laws	OFLA (Pregnancy Disability)																	
							OR PLO (Family Leave)											
State Income Replacement Benefits	NA						OR PLO											
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

OFLA and PLO runs concurrently with FMLA where an employee is eligible for each law. OFLA does not run concurrently with PLO, effective July 1, 2024.

As of the 18th week of their leave, the employee has used all their parental leave allowed under both FMLA and PLO in a 12-month period.

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Example 8
An eligible birthing parent is requesting all available time off including between unpaid and paid leave for pregnancy disability and parental leave. This example demonstrates how OR PLO and OFLA is expected to apply once the new law is live July 1, 2024.

	Pregnancy Disability												Parental Leave											
Leave Laws	OFLA (Pregnancy Disability)																							
	Federal FMLA												OR PLO (Family Leave)											
State Income Replacement Benefits	N/A												OR PLO											
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24

OFLA and OR PLO will run concurrently with federal FMLA where an employee is eligible for each law. OFLA does not run concurrently with PLO, effective July 1, 2024.

In this example the employee takes 12 weeks unpaid leave under OFLA. As of the 12th week, the employee has exhausted FMLA and OFLA leave during the pregnancy disability leave. The employee has 12 weeks of OR PLO to bond with the child. As of the 24th week, the employee has exhausted all 12 weeks of OR PLO during their parental leave.

Example 9
An eligible birthing parent is requesting 14 weeks of pregnancy disability leave (she experiences pregnancy complications) and any available weeks of parental leave. They choose to take paid leave. This example demonstrates how OR PLO and OFLA is expected to apply once the new law is live July 1, 2024.

	Pregnancy Disability														Parental Leave			
Leave Laws	OR PLO																	
	Federal FMLA																	
State Income Replacement Benefits	OR PLO																	
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

OR PLO will run concurrently with federal FMLA where an employee is eligible for each law.

In this example the employee receives an extra two weeks of OR PLO leave (14 weeks total, as opposed to the standard 12 weeks of PLO leave) due to pregnancy complications. The employee has exhausted all federal and state leave during the pregnancy disability leave.

*OFLA does not apply since it does not run concurrently with OR PLO, and the employee has chosen to take paid leave. The employee will not be able to take bonding under OFLA, as it is not a qualifying leave reason. They may be able to under applicable company policy.

Example 10
An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn. This example demonstrates how OR PLO and OFLA is expected to apply once the new law is live July 1, 2024.

	Parental (Bonding) Leave											
Leave Laws	OR PLO											
	Federal FMLA											
State Income Replacement Benefits	OR PLO											
Week	1	2	3	4	5	6	7	8	9	10	11	12

PLO runs concurrently with FMLA where an employee is eligible for each law.

As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and PLO in a 12-month period.

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