

<div>Example 1</div> <div>An eligible employee requires 8 weeks of medical leave to recover from their surgery. They choose to take paid leave.</div>	Leave Laws	Medical Leave												OR PLO runs concurrently with FMLA where an employee is eligible for each law.
		OR PLO												
		Federal FMLA												
	State Income Replacement Benefits	OR PLO												In this example, the employee has 4 weeks of FMLA and OR PLO remaining to use.
	Week	1	2	3	4	5	6	7	8	9	10	11	12	

<div>Example 2</div> <div>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.</div>	Leave Laws	Pregnancy Disability						Parental (Bonding) Leave												OFLA and PLO runs concurrently with FMLA where an employee is eligible for each law. OFLA does not run concurrently with PLO.
		OFLA (Pregnancy Disability)																		
								OR PLO (Family Leave)												
		Federal FMLA																		
	State Income Replacement Benefits	NA						OR PLO												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.
	Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	

<div>Example 3</div> <div>An eligible birthing parent is requesting 2 weeks of prepartum leave, 6 weeks of pregnancy disability leave from birth, and the remaining available time as parental leave. They choose to take paid leave for the entire duration.</div>	Leave Laws	Pregnancy Disability								Parental (Bonding) Leave								OR PLO will run concurrently with federal FMLA where an employee is eligible for each law.
		OR PLO																
		Federal FMLA																
	State Income Replacement Benefits	OR PLO																As of the 12th week of their leave, the employee has used all their pregnancy and parental leave allowed under FMLA in a 12-month period. As of the 14th week, the employee has exhausted all 14 weeks of OR PLO during their pregnancy and parental leave.
	Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	



Oregon - Leave Examples

Example 4

An eligible birthing parent is requesting all available time off including between unpaid and paid leave for pregnancy disability and parental leave.

	Pregnancy Disability												Parental Leave											
Leave Laws	OFLA (Pregnancy Disability)																							
	Federal FMLA																							
State Income Replacement Benefits	N/A												OR PLO (Family Leave)											
													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.

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 5

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.

	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 6

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

	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

OR 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 OR PLO in a 12-month period.

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