

FMLA & OFLA - Pregnancy Disability & Parental Leave Overview:

FMLA = 12 weeks of leave for: serious health condition (includes pregnancy disability), parental leave

OFLA = 12 weeks of leave for: serious health condition (includes pregnancy disability), parental leave, non-serious sick child leave, bereavement leave (2 weeks per event)

OFLA Preg Disability = 12 weeks of leave for Pregnancy Disability, if an employee uses any amount of Pregnancy Disability Leave, the employee receives another 12 weeks of leave for any OFLA qualifying event (e.g., Parental Leave, other serious health condition, add'l Pregnancy Disability).

Parental Leave - Additional Information/Restrictions:

	FMLA	OFLA
Must be taken in one continuous block, unless intermittent leave is approved by employer	Yes	Yes
Must be taken within one year of birth or placement of adoption/foster	Yes	Yes
Spouses may be limited to a combined total of 12 weeks of Parental Leave	Yes	--
Spouses each receive up to a total of 12 weeks of Parental Leave	--	Yes
Allows for Concurrent Use of Parental Leave by Spouses	Yes	No

If both Spouses are eligible for FMLA & OFLA:

- * Can take concurrent Parental Leave until aggregate of 12 weeks is reached (FMLA requirement);
- * OFLA then entitles the Spouses to take a combined 12 weeks of additional Parental Leave separately.

If employee is OFLA eligible and uses 12 weeks of parental leave, is entitled to an additional 12 weeks for non-serious sick child leave.

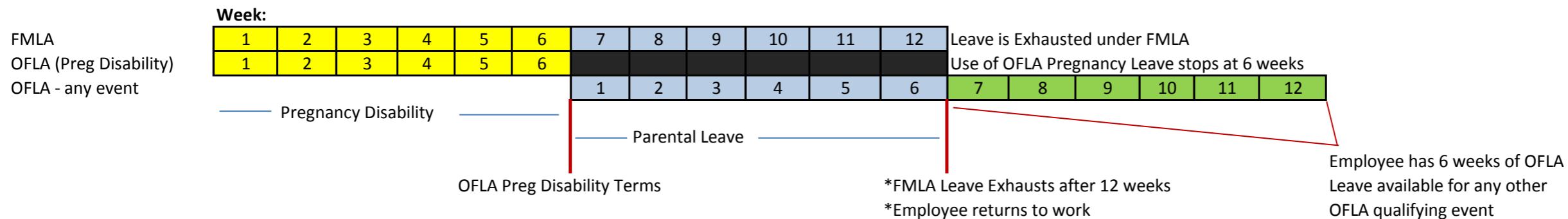
EXAMPLES of Female Employee taking Pregnancy Disability & Parental Leave:

Pregnancy Disability =	
Parental Leave =	
OFLA Leave available for use =	

Example 1:

Employee has an uncomplicated pregnancy and delivery with a 6 week recovery after the birth.

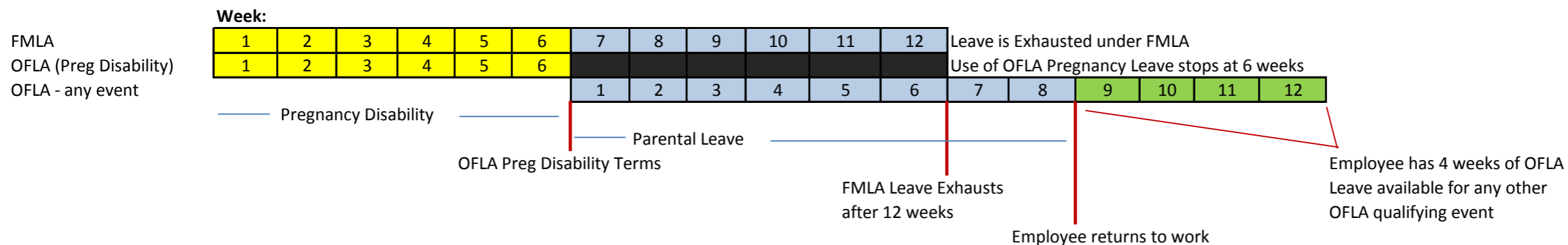
Employee takes an additional 6 week off after her recovery to bond with the baby.



Example 2:

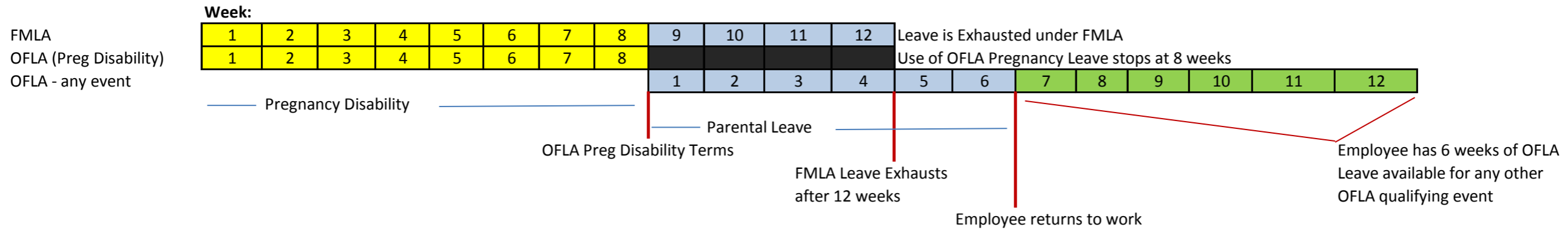
Employee has an uncomplicated pregnancy and delivery with a 6 week recovery after the birth.

Employee takes an additional 8 week off after her recovery to bond with the baby.



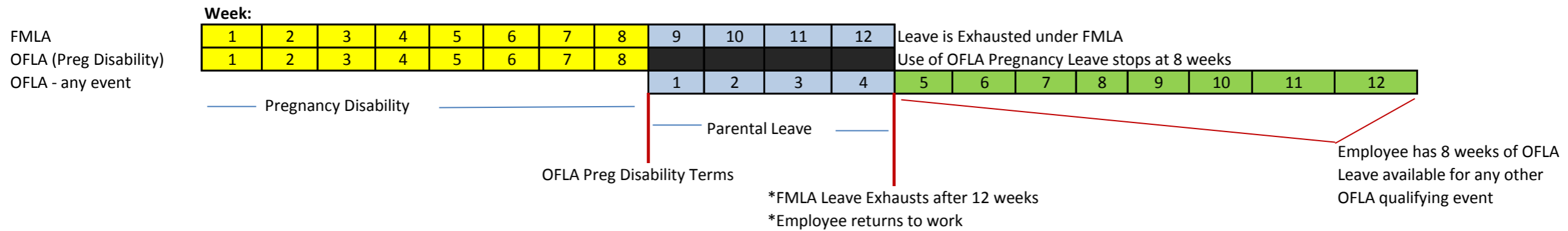
Example 3:

Employee has an uncomplicated pregnancy, but has a caesarean delivery with an 8 week recovery after the birth.
Employee takes an additional 6 weeks off after her recovery to bond with the baby.



Example 4:

Employee has an uncomplicated pregnancy, but has a caesarean delivery with an 8 week recovery after the birth.
Employee takes an additional 4 weeks off after her recovery to bond with the baby.



Example 5:

Employee has a complicated pregnancy and has to stay on bed rest for 9 weeks prior to birth; baby is delivered by caesarean with an 8 week recovery after the birth.
Employee takes an additional 4 weeks off after her recovery to bond with the baby.

