

Sample Maternity Timeline Oregon

Birth Parent Absence Maternity and Bonding (Assumes natural delivery)

Intact does not have a private plan for OR PFML benefits. Employees must apply through the state of Oregon

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	
STD Elim Period	Short-term disability (OR PFML Taken as an offset)					Intact's 6 week PPL (should be offset by ORPFML)								
OR Medical Leave (no Elimination Period)						OR Paid Family Leave (Bonding) (Paid by OR, max benefit \$1,149.90/wk)								
Family and Medical Leave Act (FMLA) (unpaid)														
Oregon Family Leave Act (OFLA) (unpaid)														

Weeks 1-12: FMLA (unpaid job protection) runs concurrently with:

Week 1: OR benefits have no waiting period (Elim Period is N/A).

Weeks 2 through 6: OR Paid Medical Leave and STD are paid

Weeks 7 through 12: OR Paid Family Leave are paid

Overall family and medical leave duration: Up to 12 weeks of paid FMLI benefits in a benefit year, with an additional two weeks for pregnancy or childbirth-related limitations; total paid and unpaid leave (combined FMLI and OFLA) capped at 16 weeks (18 weeks for employees with a pregnancy or childbirth-related limitation)

Contact Information:

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