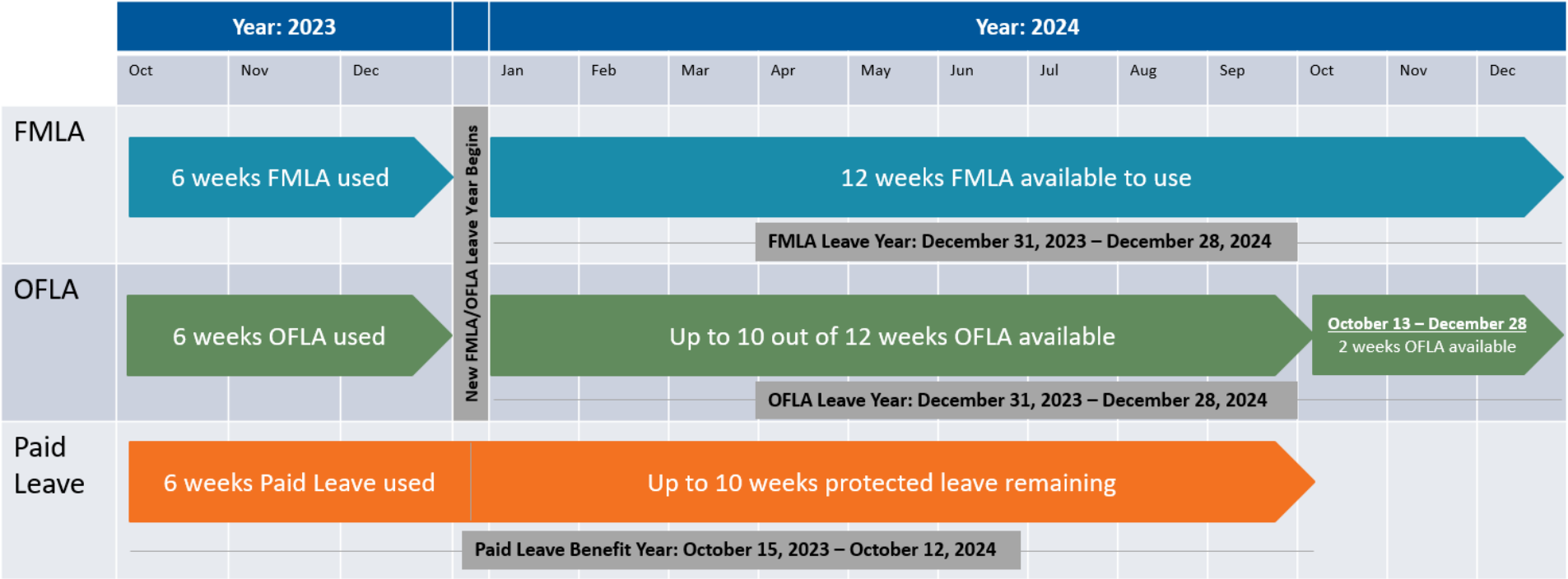
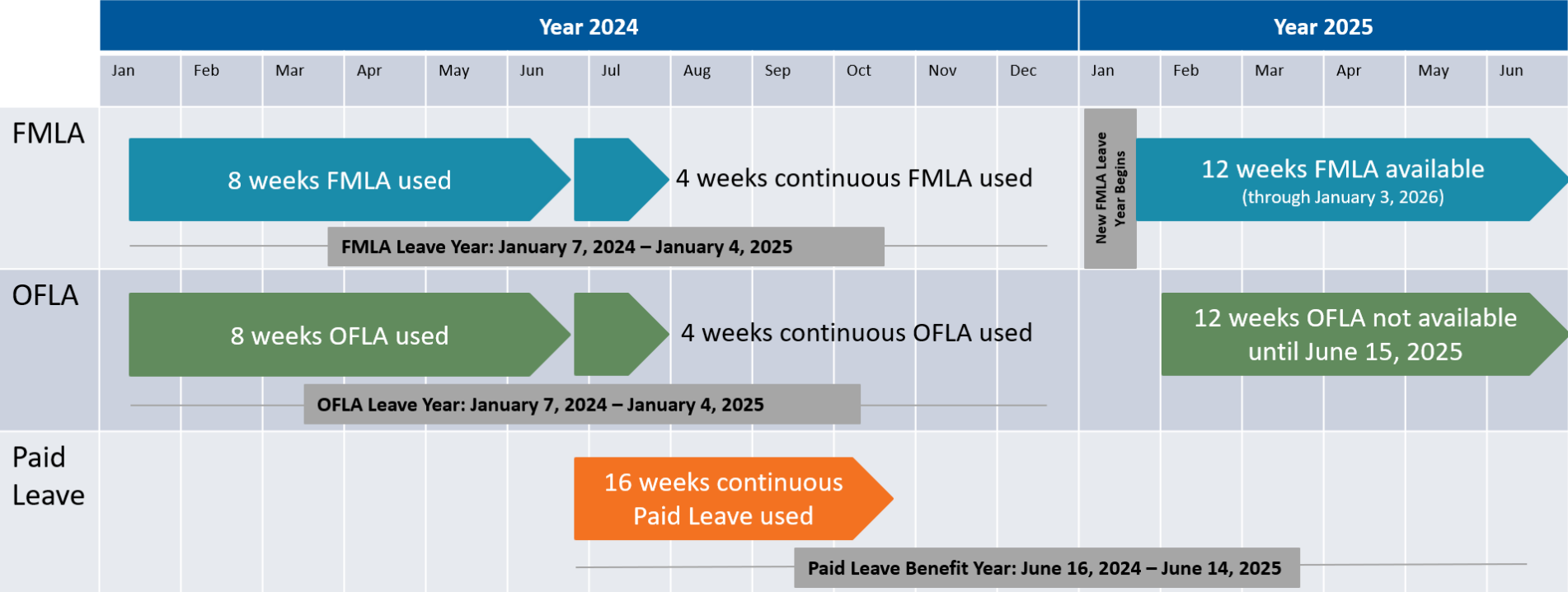


1. Employee is eligible to use up to 12 weeks of leave in the 2023 leave year. The condition qualifies for both FMLA and OFLA. Employee first requests leave for a qualifying condition October 15, 2023. Employee uses 6 weeks of protected leave through December 31, 2023, and continues to have need for leave. Employee is also approved for Paid Leave Oregon beginning October 15, 2023, and uses 6 weeks before December 31, 2023. Employee meets eligibility for FMLA or OFLA on January 1, 2024. Employee may use 12 weeks of FMLA/OFLA in 2024 however only 10 can be used before October 12, 2024, because employees may only have 16 weeks of leave in a Paid Leave Oregon benefit year. Employee also has 6 weeks of Paid Leave Oregon left to use before October 12, 2024. The FMLA/OFLA will run concurrently beginning the Sunday before the first day of leave, in this case December 31, 2023. The Paid Leave benefit year will run October 15, 2023, through October 12, 2024.



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2. An employee has used 8 weeks of intermittent FMLA/OFLA leave in this leave year but has used no Paid Leave Oregon benefit. Their leave year began January 7, 2024. They have applied for Paid Leave Oregon due to needing a surgery for themselves which will require 18 weeks of continuous leave. Their leave for this condition will begin June 18, 2024. The employee is eligible for 16 weeks of leave, paid and unpaid (total), during the Paid Leave Oregon benefit year. When the employee goes out on leave for the surgery, they will draw down their remaining 4 weeks of FMLA and OFLA and their 12 weeks of paid leave through Paid Leave Oregon. After 4 weeks their FMLA and OFLA is exhausted for the leave year. The Paid Leave benefit year did not start until June 16, 2024, and runs through June 14, 2025. The employee may take a total of 16 weeks of leave during this period. They do not have OFLA available until the leave year resets on January 4, 2025; however, they cannot use the leave until the Paid Leave Oregon benefit year restarts June 16, 2025. Their OFLA leave year will not start until they first use OFLA leave.



3. An employee has a medical condition and takes 12 weeks of OFLA beginning January 15, 2024. They exhaust their FMLA and OFLA entitlements. After exhausting their OFLA leave the employee applies for Paid Leave Oregon to care for the serious health condition of their child. They are approved for 12 continuous weeks of paid leave under Paid Leave Oregon. Their first day of leave is May 15, 2024. The employee is eligible for four weeks of additional protected leave for any OFLA qualifying condition during the benefit year (unpaid). The OFLA leave year is from January 14, 2024, through January 11, 2025. The Paid Leave benefit year is from May 12, 2024, through May 10, 2025.



5. Employee uses 2 weeks of OFLA sick child leave intermittently. They then apply for Paid Leave Oregon due to pregnancy related conditions and bonding time. They are approved for two weeks of intermittent leave for pregnancy related conditions and 12 weeks for bonding. After returning from bonding time, they will have used 2 weeks of OFLA pregnancy disability plus 10 weeks of OFLA parental leave which (together with 2 weeks of sick child leave taken previously) exhausts OFLA unless additional pregnancy disability were needed that did not exceed the Paid Leave cap. They are eligible for an additional four weeks of unpaid protected leave for an OFLA qualifying condition during the Paid Leave benefit year. This equates to a total of 18 weeks of leave in the Paid Leave benefit year.

