**Scenario 1**

Employee meets eligibility on January 1, 2019 and is eligible to use 12 weeks of leave for a qualifying condition(s). Employee requests leave for a qualifying condition, Condition A, on April 1, 2019. Employee requests leave for a second qualifying condition, Condition B, on September 1, 2019. Employee may take leave for Condition A and Condition B through December 31, 2019 provided entitlement is not exhausted.

**Scenario 2**

Employee was approved for Condition A in March 2018. Employee uses 10 weeks protected leave from March 2018 through December 31, 2018. Eligible is checked on January 1, 2019 and the employee does not meet eligibility. The employee may use 2 weeks of protected leave for Condition A in 2019. (This is an anomaly due to the transition to a calendar year and only applies to 2019.)

**Scenario 3**

Employee requests FMLA/OFLA for a new ongoing condition on January 1, 2019 and does not meet eligibility. Eligibility is ran monthly as employee continues to need intermittent leave. Employee meets eligibility on June 1, 2019. Employee may use up to 12 weeks of leave for this condition and any new condition through December 31, 2019.

**Scenario 4**

Employee exhausts their FMLA/OFLA entitlement on December 15, 2018 but still has an active medical certification supporting the need for continued leave. Eligibility is ran on January 1 and the employee meets the eligibility requirements. The employee may use up to 12 weeks of leave for this condition and any new condition through December 31 2019.

**Scenario 5**

Employee has an active ongoing intermittent condition, Condition C. Eligibility was checked on January 1, 2019 and the employee meets the eligibility requirements. Employee may use up to 12 weeks of leave for this condition and any new condition through December 31, 2019. Medical certification for Condition C was last received on March 20, 2018. The agency may request an annual update on March 20, 2019. Alternatively, the agency may request an annual medical recertification at any time in the new leave year.

**Scenario 6**

Employee takes 12 weeks of Parental Leave through December 31, 2018. Employee is eligible for leave January 1, 2019 and wishes to take 12 weeks of Parental Leave. Employee may take up to 12 weeks for Parental Leave in 2019, provided it occurs within a year of the birth of the child. If the employee uses the full 12 weeks of Parental Leave, the employee may take up to 12 weeks for OFLA Sick Child in 2019.

**Scenario 7**

Employee is eligible to use up to 12 weeks of leave for qualifying conditions(s) in the 2019 leave year. Employee first requests leave for a qualifying condition October 15, 2019. Employee uses 6 weeks of protected leave through December 31, 2019 and continues to have need for leave. On January 1, 2020, Employee meets eligibility for OFLA leave but not FMLA. Employee may not use any FMLA protected leave in 2020 until eligibility is met.

**Scenario 8**

Employee is eligible to use up to 12 weeks of leave in the 2019 leave year. Employee first requests leave for a qualifying condition October 15, 2019. Employee uses 6 weeks of protected leave through December 31, 2019 and continues to have need for leave. Employee does not meet eligibility for FMLA or OFLA on January 1, 2020. Employee may not use any FMLA/OFLA protected leave in 2020 until eligibility is met.