

FAQ: Oregon Pregnancy & Parental Leave

Q: What type of leave entitlements and pay might I be eligible for when I'm going on maternity leave in Oregon?

A: Depending on your situation, you may use a combination of:

- Oregon Family Leave Act (OFLA) (Unpaid Leave) which is a state leave law that provides up to 12 weeks of job-protected *unpaid* leave for:
 - Pregnancy disability (before/after birth for pregnancy-related incapacity or prenatal care); Sick child leave; Bereavement leave and; certain military family leave
- Paid Leave Oregon (Paid) which is a mandated state program that provides *paid* leave and job protection for:
 - Your own serious health condition (including pregnancy/childbirth); Family leave to bond with a new child (birth, adoption, foster) in the first year; “Safe leave” (domestic violence, sexual assault, harassment, stalking, bias crime)
- Federal FMLA (Unpaid) is a federal law, that if you meet the eligibility requirements, can provide up to 12-weeks of job-protected *unpaid* leave (running concurrently with any OFLA or PLO) for:
 - Your own serious health condition (including pregnancy/childbirth); bonding with a new child (birth, adoption, foster) to care for an immediate family member with a serious health condition; military family caregiver leave

NOTE: OFLA and PLO cannot run concurrently. You can also choose to use any available accrued PTO, Sick Time and Voluntary Short-Term Disability benefits to supplement your pay during your leave.

These laws and job protections can overlap in different ways depending on timing, eligibility, and how you choose to schedule your leave. See some pregnancy and bonding leave visuals in the Maternity Leave Scenarios presentation on the Time-Off/Leave of Absence webpage, for examples of the different scenarios on how to plan your maternity leave.

Q: What is the difference between job-protected leave and paid leave while I am on my maternity leave?

A: You can be on unpaid, job-protected leave; paid leave without job protection; or both at once, depending on which programs you are eligible for and how you apply for your leave.

- Job-protected leave (OFLA, FMLA, Paid Leave Oregon) all offer job protection and this means that your employer must keep your job (or an equivalent job) for you.
- Paid benefits are money you receive while you're out during an approved leave. This only applies to Paid Leave Oregon; OFLA and FMLA are unpaid leaves.
 - Additional pay options during your leave include Voluntary Short-Term Disability (administered through The Standard); EIB, OPL, PTO, if you choose to use it during your leave (paid out by Salem Health)

You must report your leave and Voluntary Short Term Disability claim (if applicable) to the Standard, Salem Health's Leave of Absence and Disability Administrator. You must also report your leave to your Leader. If you wish to receive Paid Leave Oregon benefits, you must also report your leave to the State at the Oregon Employment Department (OED). Please note the State is only required when filing for Paid Leave Oregon. You will want to ensure that you discuss with your leave administrator at the Standard what leave and job protections you are applying for, during different parts of your leave. They will ask this during the initial intake discussion.

- Reporting your STD Claim and Leave to the Standard:
 - Call the Absence Management Service Center at 855.207.6109 or Log in at standard.com/absence
- Reporting your PLO Claim:
 - File your claim online with BOLI at <https://paidleave.oregon.gov/>
- Notify your Leader

Q: Am I eligible for Paid Leave Oregon while on my maternity leave?

A: You will need to file directly with the State of Oregon for PLO benefits (online or by paper), not through Salem Health or the Standard. The fastest way to apply for Paid Leave benefits is through the [Frances Online](https://paidleave.oregon.gov/) platform. You can start an application

for Paid Leave up to 30 days before you begin your leave or up to 30 days after your first absence (extended up to one year under certain circumstances).

For other questions on Paid Leave Oregon applications or benefits, contact Paid Leave Oregon directly by logging in to Frances Online. You may also call 833-854-0166 or message Paid Leave from their [Contact Us](#) form.

The State of Oregon will process your claim for Paid Leave Oregon benefits. You may qualify if you've earned at least \$1,000 in Oregon wages in the base year or alternate base year; you're taking leave for an approved reason (birth, bonding, serious health condition, or safe leave). Job protection under Paid Leave Oregon generally kicks in if you've worked for your employer at least 90 days before your leave starts.

IMPORTANT! You must also report your leave to the Standard and your leader!

Q: Am I eligible for OFLA during my pregnancy disability leave?

A: You may be eligible for leave under OFLA during your pregnancy disability leave if you have worked for Salem Health for at least 180 days and at an average of 25 hours per week in that period. Once you qualify for OFLA for one reason (like pregnancy disability), you generally remain eligible for that reason for the rest of the OFLA leave year.

Q: Am I eligible for FMLA during my maternity leave?

A: You may be eligible for unpaid leave under FMLA if you've worked at Salem Health for at least 12 months, and you've worked 1,250 hours in the past 12 months. Any leave you are eligible to take under FMLA, may run concurrently with leave you are taking under Paid Leave Oregon or OFLA.

Q: When can I start pregnancy disability leave and how long can I take for my pregnancy-related medical leave?

A: If you're OFLA-eligible, you can take pregnancy disability leave when you're medically unable to work because of pregnancy-related conditions, which can be before birth (for complications, severe morning sickness, bed rest, etc.); after birth, for physical recovery; for prenatal care appointments (when they require you to miss work). If you choose to apply for OFLA during your pregnancy leave, that time will be unpaid. You could be eligible for Voluntary STD during an approved OFLA leave, if you are enrolled in that program, but the STD benefits will be reduced by what you otherwise would have been eligible for Paid Leave Oregon (PLO), regardless of if you

file for PLO during that time. Depending on your level of income, most employees may only receive the minimum STD benefit of \$25.00 during this time. You will want to discuss your options with The Standard.

You also have the option to apply for PLO during your pregnancy disability leave. This time would be paid by the state of Oregon and run at the same time with FMLA.

IMPORTANT! You cannot OFLA at the same time as PLO, it is one or the other.

Your health-care provider will help define when you're medically unable to work including the anticipated start date and recovery date. Medical certification will be required for this.

Q: How long can I take for pregnancy-related medical leave?

- **A:** The time you can take for pregnancy-related medical leave, is dependent upon how long your health care provider certifies you disabled and whether you are choosing to apply for leave under FMLA/OFLA (unpaid leave) or FMLA/PLO (paid leave). Under OFLA, you can take up to 12 weeks of pregnancy disability leave in a benefit leave year. However, OFLA is unpaid leave. Under Paid Leave Oregon, you can get up to 12 weeks total per benefit year for family/medical/safe leave, and up to two additional weeks of paid leave for limitations related to pregnancy, childbirth or a related medical condition, including lactation.

These extra weeks are intended for medical disability, not extra bonding time.

Your actual number of weeks may be shorter depending on your medical provider's certification and how much leave you've used for other reasons.

Q: How much time can I take off after giving birth for my own recovery?

A: This is dependent on each employee's specific scenario. Your doctor will indicate how long you are medically disabled after childbirth (for example, 6–8 weeks for an uncomplicated birth, more if there are complications). That time may be covered by OFLA pregnancy disability leave (job protection only up to 12 weeks based on certification); **OR** Paid Leave Oregon (paid leave benefits and job protection up to 12 weeks based on certification, which both would run at the same time with 12 weeks of FMLA, if you're eligible).

Q: How much time can I take to bond with my baby after I recover from my pregnancy disability portion of my leave?

A: Paid Leave Oregon provides paid, job-protected leave for bonding with a new child during the first 12 months after birth, adoption, or foster placement. Bonding

time comes from your Paid Leave Oregon bank (up to 12 weeks total per benefit year, combined with any other Paid Leave Oregon use). If you're FMLA-eligible, you may also have up to 12 weeks of FMLA in a 12-month period that can be used for bonding. That time may run at the same time as Paid Leave Oregon or OFLA pregnancy disability leave, depending on the situation.

Every scenario will vary per employee. You can discuss your leave plans and different options for how to set up your maternity leave, with your leave administrator at the Standard.

Q: Can I take pregnancy disability leave first and baby-bonding leave afterward?

A: Yes, in many cases you will be able to use pregnancy disability leave (OFLA or Paid Leave Oregon and FMLA) while you're medically unable to work, then transition to Paid Leave Oregon family/bonding leave once you are no longer medically disabled but want additional time to bond. Because the rules around stacking and timing have changed, the Standard will confirm how many weeks you can take and how they count under each law, but the general idea is your pregnancy disability first, bonding second, all within the first year after birth.

Q: Can I use Paid Leave Oregon and OFLA at the same time?

A: Some events (like pregnancy disability) may qualify under both OFLA and Paid Leave Oregon, but the two programs do not apply at the same time. You may have different types of leave available for pregnancy disability and bonding, but you should not expect to get a full bank of OFLA + a full bank of Paid Leave Oregon for the exact same time period (they cannot run at the same time).

Q: How does Oregon sick time (OPL) fit into my maternity leave?

A: Almost all Oregon workers earn accrued protected sick time. You can typically use your accrued paid sick time for prenatal appointments, for pregnancy-related symptoms or complications. Sick time can often run concurrently with your FMLA/OFLA, PLO, Voluntary STD, to bring your pay to 100%.

Q: Will I be paid while I'm on maternity leave?

A: This will be dependent on how you schedule your leave.

You may be eligible to receive pay from one or more sources during your maternity leave. If you apply for Paid Leave Oregon during your pregnancy disability leave and bonding leave, this can provide wage replacement from the state if you are eligible. The amount will depend on your prior earnings, up to a state-set maximum. Check

out the state's website to utilize a [benefit estimate calculator](#). Reference the example maternity leave charts for scenarios of how you can apply your job protection and pay during your maternity leave.

If you are choosing to take your pregnancy leave under the Oregon Family Leave Act (OFLA), this portion of your leave may be unpaid unless you are enrolled in Salem Health's Voluntary Short-Term Disability program, this may pay a percentage of your pay while you are medically disabled due to pregnancy/childbirth (only the recovery period). However, the STD plan will still reduce your STD benefit by what you may have received from the state. This means your STD benefit may be very minimal depending on your level of income.

You also may have the option to use your available EIB, OPL, PTO to supplement pay during your leave.

Other parts of your leave may be unpaid if no paid benefits apply during that portion of your leave. Your leave administrator at the Standard can help you determine when paid benefits may apply during your leave.

- **How will I be paid?**

- The State of Oregon (OED) will pay Paid Leave Oregon benefits on a weekly basis. Pay is retroactive from when your leave begins.
- If you have Voluntary Short Term Disability benefits, you will receive those from The Standard.
- Salem Health will pay any supplemental benefits if you choose to supplement any of your pay with accrued paid leave.

Q: How does Paid Leave Oregon work with Salem Health's Voluntary Short-Term Disability benefits?

A: As of January 1, 2026, Salem Health will offer Voluntary Short-Term Disability Benefits to eligible employees who elect to the voluntary plan. An employee who is on maternity leave, may be eligible to receive both Paid Leave Oregon benefits and Salem Health's Voluntary STD benefit during the disability portion of their pregnancy leave.

- Paid Leave Oregon and Short-Term Disability will run at the same time, when you are eligible and file for both. Consider that STD pays 60% of your weekly wages up to a maximum of \$4,000, reduced by what you receive from the state. Some employees may not receive the full 60% of STD benefits because they have already hit the max for PLO. Employees will still receive the minimum STD benefit of \$25 even if they max their PLO benefit. Paid Leave Oregon will be the first payor on a claim, and any

short-term disability payments will be offset by payments received by Paid Leave Oregon.

- You will not receive more than 100% of your weekly wages.
- You will file for Paid Leave Oregon with the State and for Voluntary Short-Term Disability benefits with The Standard (if enrolled in STD).

Salem Health's Leaves Team and The Standard can tell you how these payments coordinate so you don't accidentally over- or under-report time.

Q: Why do I have to file with Paid Leave Oregon *and* report absences to The Standard?

A: There are different players involved in the leave process. First, you will want to notify your Leader of your upcoming absence. The Standard is Salem Health's Leave Administrator and Voluntary Short-Term Disability Administrator. Since Paid Leave Oregon is through the state, the state manages Paid Leave Oregon benefits, and your Paid Leave Oregon Claim. They are responsible for tracking your time away from work and coordinating with the Salem Health's Leaves Team and your leader. Your employer needs to know when you're off work so they can apply for appropriate job protection and arrange for business needs in your absence. This means you may need to:

1. Notify your leader/HR about your expected leave plans.
2. Submit your claim to Paid Leave Oregon for your state benefits.
3. Report your leave and Voluntary STD claim to the Standard.

Q: When do I need to tell my employer I'm taking maternity leave?

A: For foreseeable events like childbirth, both state and federal rules generally expect about 30 days' notice when possible. If you learn of your need for leave less than 30 days in advance (for example, early complications, emergency procedures), you should notify the Standard, usually within 24 hours of the start of leave for OFLA. For Paid Leave Oregon, the state may reduce benefits if you give less than 30 days' notice of a foreseeable leave without a good reason.

Remember! You must always report your leave of absence to The Standard, even if you are filing for PLO with the State!

Q: What documentation will I need?

A: You may be asked for paperwork from different entities and provided to different parties that are handling your leave. For example, Paid Leave Oregon may require medical certification for pregnancy/medical leave; proof of birth or placement for

bonding (e.g., Verification of Birth Form, birth certificate, adoption/foster paperwork) to be submitted. The OED will provide you with instructions on what is required for your specific leave. If you are taking your pregnancy disability leave under OFLA/FMLA, a portion of the leave is handled by The Standard. The Standard (STD and leave administrator for Salem) will generally require a claim form to be completed by your health care provider. The Standard will provide you with instructions on what is required to be submitted.

Q: Can I take leave intermittently or work part-time while on leave?

A: Sometimes, yes. However, this will vary based on your specific scenario. If taking your pregnancy disability under OFLA, OFLA allows intermittent/partial-day leave, including for pregnancy disability and prenatal visits as certified by your doctor.

Paid Leave Oregon generally covers full or partial weeks of leave but does not cover increments of less than a full workday. FMLA allows intermittent leave when medically necessary or when your employer agrees for bonding leave.

If you want to work part-time while recovering or bonding, talk with The Standard ahead of time so they can confirm how that affects your benefits.

Q: How do I add my newborn to my Salem Health benefits/insurances?

A: It is the employee's responsibility to take action in MyHR within 30 days of the qualifying life event date, if you wish to change your benefits, which includes adding a newborn to your existing medical plan. The qualifying life event date is day 1 of the 30-day window and eligible changes are effective the first day of the following month. When you add a newborn within 30 days, they are covered from their date of birth.

A standard work on how to complete a life event in MyHR is [here](#) and also located in the HR Library under Infor Manager and Employee Space.

****Please note:** enrolling dependents under the Dependents/Beneficiaries section in MyHR does not enroll them into benefits. If you want to add dependents to your benefits, please complete the appropriate life event.