**Example 1: Ordinary, no pre-birth complications**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **BIRTH** | 6 weeks after birth | 12 weeks after birth | 18 weeks after birth |
|  |  | Up to 60 work days of **paid** leave, paid for from employee’s accrued sick/emergency and annual leave. Full pay and benefits, provided that the employee has accrued leave. Provided by Board Policy, Negotiated Agreement, and Federal Family Medical Leave Act (FMLA). | | Up to 6 weeks of additional **unpaid** leave with job security (FLA). Eligible for leave-sharing due to any pregnancy being designated as a disability. Any donated days would then extend **paid** leave. |
|  |  | The Washington State Human Rights Commission allows for up to 6 weeks of **paid** leave, paid for from the employee’s accrued leave. | Washington State Family Leave Act (FLA) provides **unpaid** leave with job security from after 6 weeks up to 18 weeks after birth. During any unpaid leave, District pays employer-contribution of benefit costs; employee pays out-of-pocket for the employee-contribution of benefit costs. | |

**Example 2: Out-of-the-ordinary**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 12 weeks before birth | 6 weeks before birth | **BIRTH** | 6 weeks after birth | 12 weeks after birth |  |
| Up to 60 work days of **paid** leave, paid for from employee’s accrued sick/emergency and annual leave. Full pay and benefits, provided that the employee has accrued leave. Provided by Board Policy, Negotiated Agreement, and Federal Family Medical Leave Act (FMLA). | | Washington State Family Leave Act (FLA) provides **unpaid** leave with job security for up to an additional 12 weeks after birth. During any unpaid leave, District pays employer-contribution of benefit costs; employee pays out-of-pocket for the employee-contribution of benefit costs. | |  |
|  |  | Eligible for leave-sharing due to any major medical event. Any donated days would then extend **paid** leave. | |  |

**\*Note1:** Most benefits of maternity leave apply to fathers as well. Check with HR for details of paternity leave.

\***Note2:** For individualized information tailored to your specific situation, check with HR for details.

[Board Policy 5402: Maternity Leave](http://www.ohsd.net/uploads_bp/5000/5402_Maternity_Leave.pdf)

[Board Policy 5404: Family Leave](http://www.ohsd.net/uploads_bp/5000/5404_Family_Leave.pdf)

[Board Policy 5406: Leave Sharing](http://www.ohsd.net/uploads_bp/5000/5406_Leave_Sharing.pdf)

[Washington Human Rights Commission: Pregnancy/Maternity Leave Questions](http://www.hum.wa.gov/FAQ/FAQPregnancy.html)

[Washington State Department of Labor & Industries: Washington State Family Leave Act Q&A (December 2010)](http://www.lni.wa.gov/WorkplaceRights/files/FamilyLeaveFAQs.pdf)

[Washington State Department of Labor & Industries: Pregnancy and Parental Leave](http://www.lni.wa.gov/WorkplaceRights/LeaveBenefits/FamilyCare/Maternity/default.asp)

[Department of Labor: Family and Medical Leave Act](http://www.dol.gov/whd/fmla/index.htm)