

**Leave Options** (for qualifying conditions) - Effective January 1, 2025

Qualifying Condition/Reason for Leave	Separate Leave Options Available			
	FMLA	OFLA	Paid Leave Oregon	Short Term Disability
To tend to the employee's own serious health condition	Up to 12 weeks in a 52-week period.	N/A	Up to 12 weeks in a 52-week period.	Up to 13 weeks for each event as determined by insurance provider.
To tend to the serious health condition of the employee's:				
<b>Spouse</b>	Up to 12 weeks in a 52-week period. *Husband or wife as defined under Oregon state law and a same sex spouse of an employee if they are married in a state that legally recognizes same sex marriage.	N/A	Up to 12 weeks in a 52-week period. *Spouse or domestic partner.	N/A
<b>Parent or in loco parentis</b>	Up to 12 weeks in a 52-week period. *Biological or adoptive mother or father, or an individual who stood in loco parentis when the employee was a child.	N/A	Up to 12 weeks in a 52-week period. *Biological, adoptive, stepparent, foster parent, or legal guardian, the parent of your spouse or domestic partner, or your parent's spouse or domestic partner.	N/A
<b>Child</b>	Up to 12 weeks in a 52-week period. *17 years of age or younger, or incapable of self-care. Biological, adopted, foster or stepchild, a legal ward, or a child of an employee standing in loco parentis.	Up to 12 weeks in a 52-week period.	Up to 12 weeks in a 52-week period. *Biological, adopted, stepchild, or foster child, your spouse or domestic partner's child, or the child's spouse or domestic partner.	N/A

If the condition qualifies under FMLA and another leave type, the leaves run concurrently. OFLA and Paid Leave Oregon do not run concurrently. There are different eligibility requirements for each leave type. Please refer to State HR Policies 60.000.15, 60.000.03, and 60.000.04 for additional information.

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<b>Sibling or stepsibling, or sibling or stepsibling's spouse/domestic partner</b>	N/A	N/A	Up to 12 weeks in a 52-week period.	N/A
<b>Grandparent or grandparent's spouse/domestic partner</b>	N/A	N/A	Up to 12 weeks in a 52-week period.	N/A
<b>Any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship</b>	N/A	N/A	Up to 12 weeks in a 52-week period.	N/A
<b>Parental Leave</b>	Up to 12 weeks in a 52-week period.	N/A	Up to 12 weeks in a 52-week period. Plus, an additional 2 weeks for pregnancy related conditions.	N/A
<b>Leave to Care for a Child (Non-serious. 17 years of age or younger, or incapable of self-care) (Sick Child Leave)</b>	N/A	Up to 12 weeks in a 52-week period. Includes all illnesses, injuries, or conditions that require home care. Includes absence to care for a child whose school or childcare provider has been closed in conjunction with a statewide public health emergency declared by a public health official.	N/A	N/A

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<b>Pregnancy Related Disability</b>	Up to 12 weeks in a 52-week period.	Up to 12 weeks in a 52-week period.	N/A	Up to 13 weeks for each event as determined by insurance provider.
<b>Military Family Leave</b>	N/A	Up to 14 working days per deployment related to the deployment of an employee's spouse or same-gender domestic partner. The 14 days is included in the 12-week OFLA entitlement per 52-week period.	N/A	N/A
<b>Bereavement Leave</b>	N/A	Up to two weeks per family member, for a maximum of four weeks total, in a 52-week period (to be taken within 60 days of notification of the death) to deal with the death of a family member by: attending the funeral or alternative to a funeral, making arrangements necessitated by the death, or grieving.	N/A	N/A

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<b>Qualifying Exigency Leave</b>	Up to 12 weeks in a 52-week period to attend to qualifying exigencies when the employee's spouse, parent, son or daughter is on active duty or called into active duty in support of a contingency of operation for the military.	N/A	N/A	N/A
<b>Military Caregiver Leave</b>	Up to 26 weeks in a 52-week period to care for the employee's spouse, parent, son or daughter of any age, or next of kin who is a covered service member with a serious injury or illness incurred in the line of duty on active duty, or a veteran discharged under other than dishonorable conditions within five years of receiving medical treatment, recuperation or therapy for a serious injury or illness.	N/A	N/A	N/A
<b>Foster or Adoption</b>	Up to 12 weeks in a 52-week period (included in Parental Leave).	N/A	Up to 12 weeks in a 52-week period to complete necessary activities before adopting a child or having a foster care child join your home.	N/A

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Safe Leave	N/A – unless it is for medical appointments.	N/A – unless the reason is a qualifying condition.	Up to 12 weeks in a 52-week period to care for yourself or your child if you or your child are survivors of sexual assault, domestic violence, harassment, bias crimes, or stalking.	N/A

If the condition qualifies under FMLA and another leave type, the leaves run concurrently. OFLA and Paid Leave Oregon do not run concurrently. There are different eligibility requirements for each leave type. Please refer to State HR Policies 60.000.15, 60.000.03, and 60.000.04 for additional information.