

A program that allows employees in Oregon to take paid time off for some of life's most important moments that impact our families, health, and safety.



Family leave – to care for a family member with a serious illness or injury; or to bond with a new child after their birth, adoption, or placement in your home through foster care.



Medical leave – during one's own serious health condition.



Safe leave – for survivors of sexual assault, domestic violence, harassment, bias crimes, or stalking.

Can I use Paid Leave benefits if my family is sick or injured?

Yes. Paid Leave provides coverage for you to care for a family member with a serious health condition.

Who is considered my family under Paid Leave?

- Your spouse or domestic partner
- Your child (biological, adopted, stepchild, or foster child), your spouse or domestic partner's child, or the child's spouse or domestic partner
- Your parent (biological, adoptive, stepparent, foster parent, or legal guardian), the parent of your spouse or domestic partner, or your parent's spouse or domestic partner
- Your sibling or stepsibling or their spouse or domestic partner
- Your grandparent or your grandparent's spouse or domestic partner
- Your grandchild or your grandchild's spouse or domestic partner
- Any person you are connected to like a family member

How much paid leave can I take?

You can take 12 weeks of paid leave in a 52-week period, starting from the Sunday before your leave begins. You may be able to take an additional two weeks if you are pregnant, have given birth in the past year, or have health needs because of childbirth.

Do I have to use Paid Leave benefits in one block of time? Can I take a day or a week, and work in between those days or weeks?

Yes, you can take intermittent leave, which means you take leave days or weeks of leave between the start and end date of your leave, but you also work at your job(s) in between your start and end dates. You can work on any days you are not taking leave. You must also take intermittent leave if you are taking leave for two or more life events at the same time. You must send a weekly claim for benefits if you take intermittent leave.

You can also take consecutive leave, which means that you take leave from the start date to the end date of your leave, without working at your job(s) during that time. You might also say that you are on full-time leave.

How much money will I get?

For many employees, Paid Leave will replace 100% of their wages. Your benefit amount is based on your average wages from the previous year. The minimum and maximum weekly amounts are based on the state average minimum wage. Minimum and maximum amounts are determined each year in July. The Paid Leave [website](#) lists these amounts.

What are the requirements to collect Paid Leave benefits?

Employees requesting benefits must have:

- ➔ Experienced a qualifying event
- ➔ Completed an application
- ➔ Earned \$1,000 in wages in their [base year or alternate base year](#)
- ➔ Contributed to the Paid Leave Oregon Trust Fund through paycheck deductions

When should I tell my employer I plan to take paid leave?

If you know you will need to take paid leave, you must notify your employer at least 30 days before you take leave. If you need to take leave unexpectedly, you must give verbal notice within 24 hours of starting your leave and provide any required written notice within three days after the start of your leave.

Which employees are covered by Paid Leave?

Paid Leave covers most employees who work in Oregon, including those who are salaried, hourly, full-time, part-time, and seasonal.

Which employees are not covered by Paid Leave?

People who are not covered by paid leave are:

- ➔ Federal employees
- ➔ Employees that only work outside of Oregon
- ➔ Railroad workers exempted under the federal Railroad Unemployment Insurance Act
- ➔ Most judges
- ➔ Members of the Legislative Assembly
- ➔ Public officials
- ➔ Individuals participating in state or federal work training assistance programs
- ➔ Undergraduate or graduate students in work study programs
- ➔ Volunteers who don't receive compensation
- ➔ Tribal government employees
- ➔ People who are self-employed or independent contractors

If I'm not covered by Paid Leave, can I choose to participate?

Tribal governments may choose to participate in Paid Leave, and then Paid Leave will cover their employees. People who are self-employed or independent contractors may also choose to participate in Paid Leave.

How is Paid Leave Oregon different from Family Medical Leave Act (FMLA) and Oregon Family Leave Act (OFLA)?

Each program has many rules and can be complex. A chart showing details is on the Paid Leave Oregon [website](#). Please work with your human resources representative to determine which program best fits your needs.