

OREGON FAMILY LEAVE ACT

You can take time off to take care of yourself or close family members under the Oregon Family Leave Act (OFLA).



▶ **This time is protected, but often unpaid unless you have vacation, sick, or other paid leave available.**

Paid family leave is coming to Oregon in 2023.

■ To be eligible, you must have worked an average of 25 hours per week for 180 days - just 180 days for parental leave. Your employer must have at least 25 employees.

▶ You can take up to a total of 12 weeks of time off per year for any of these reasons.

» **Parental leave** for either parent to take time off for the birth, adoption, or foster placement of a child. If you use all 12 weeks, you can take up to 12 more weeks for sick child leave.

» **Serious health condition** of your own, or to care for a family member.

» **Pregnancy disability leave** before or after birth of child or for prenatal care. You can take up to 12 weeks of this in addition to 12 weeks for any reason listed here.

» **Sick child leave** for your child with an illness, injury or condition that requires home care but is not serious, or to care for a child whose school or place of care is closed because of a public health emergency.

» **Military family leave** (up to 14 days if your spouse is a service member who has been called to active duty or is on leave from active duty)

» **Bereavement leave** for up to 2 weeks after the death of a family member.

▶ Your employer must keep giving you the same health insurance benefits as when you are working. When you come back you must be returned to your former job or a similar position if your old job no longer exists.

CONTACT US

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

Call: 971-673-0761

Email: help@boli.state.or.us

Web: oregon.gov/boli

Se habla español.



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