

Larkin

Oregon - State Leave and Pay Summary Table

Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Oregon Family Leave Act (OFLA)	<p>Leave Laws - OFLA runs concurrently with federal FMLA.</p> <p>Pay Laws - OFLA will run concurrently with OR PLO.</p> <p>Effective 07/01/24, OFLA will no longer run concurrently with PLO.</p>	Leave	25 or more employees (OR)	<p>180 calendar days of employment with current employer immediately preceding the date of leave, employee must have worked average of 25 hours per week during those 180 days (Parental leaves do not have the weekly hours requirement)</p> <p>Effective 03/02/24, an employee's average hours of work per week must count any hours of protected leave taken, including OFLA leave.</p>	Yes	Yes	<p>12 weeks Pregnancy disability leave</p> <p>Effective 03/02/24, includes pregnancy termination and fertility or infertility treatments</p> <p>12 weeks Parental leave, medical (including organ/tissue donation), family care, bereavement (2 weeks max per family member), Military Family Leave Act e.g., military exigency (2 weeks per deployment), sick child (12 weeks additional leave - if taken during first year of baby's birth and parental leave is exhausted). Leave to care for a child due to child's school closure resulting from public health emergency.</p> <p>Employees capped at a combined amount of leave under PLO and OFLA of not more than 16 weeks of leave (or 18 weeks for certain pregnancy related conditions) - based on current state guidance.</p> <p>Effective 07/01/24, OFLA will no longer cover parental, family care, or medical leave (with the exception of pregnancy disability). Bereavement will be reduced from 12 weeks to 4 week maximum. Sick child leave will include care for a child suffering from an illness, injury, or condition that is not a serious health condition, but still requires home care.</p> <p>Effective 07/01/24 through 12/31/24, PLO will include leave to effectuate the legal process required for placement of a foster child or adoption.</p>	N/A	N/A	Spouse or domestic partner; child (including adoptive or foster); parent (including adoptive, step, current or former foster, legal guardian, in-law, and in loco parentis); sibling (including step); grandparent; grandchild; and any individual related by blood or affinity whose close association is the equivalent of a family relationship. Additionally, the spouse or domestic partner of the employee's child, parent, sibling (including step), grandparent, or grandchild

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Paid Leave Oregon (PLO)	<p>Leave Laws - OR PLO runs concurrently with federal FMLA and the OFLA.</p> <p>Pay Laws - N/A</p> <p>Effective 07/01/24, PLO will no longer run concurrently with OFLA.</p>	Leave and Pay	1 employee (OR)	<p>Earns \$1,000 or more in wages with any OR employer(s) during the base year prior to the leave.</p> <p>Job protected leave - 90 calendar days of employment with current employer immediately preceding the date of leave.</p>	Yes - see "Employee Eligibility"	Yes - Only if under job protected leave. See "Employee Eligibility"	<p>12 weeks of paid leave (up to 2 additional weeks if pregnancy-related disability)</p> <p>Parental, family care, medical (including pregnancy disability), and safe leave.</p> <p>Effective 01/01/25, PLO will include leave to effectuate the legal process required for placement of a foster child or adoption.</p>	<p>Up to 65% of average weekly wage, up to \$1,523.63 per week (09/2023 through 07/06/2024).</p> <p>For claims beginning 07/07/24; the maximum benefit amount is up to \$1,568.60 per week.</p>	N/A	Spouse or domestic partner, child (including children in-law), parent (including parent in-law), sibling, grandparent/child (including in-laws), any individual related by blood or affinity who is the equivalent of a family relationship (*all of these are equally applicable to step and domestic partner relations).

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