

<div>Larkin</div> <div>Oregon - State Leave and Pay Summary Table</div>										
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)	Leave Laws - OFLA runs concurrently with federal FMLA. Pay Laws - OFLA does not run concurrently with OR PLO as of 07/01/24.	Leave	25 or more employees (OR)	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; an employee's average hours of work per week must count any hours of protected leave taken, including OFLA leave	Yes	Yes	12 weeks Pregnancy disability leave (including pregnancy termination and fertility or infertility treatments) 12 weeks Bereavement Leave (2 weeks per family member, max 4 weeks), Military family leave (up to 14 days per deployment), and Sick Child Leave (any non-serious condition requiring home care or due to school/childcare closures resulting from a public health emergency), and Organ and Tissue donation	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
Paid Leave Oregon (PLO)	Leave Laws - OR PLO runs concurrently with federal FMLA Pay Laws - N/A	Leave and Pay	1 employee (OR)	Earns \$1,000 or more in wages with any OR employer(s) during the base year prior to the leave. Job protected leave - 90 calendar days of employment with current employer immediately preceding the date of leave.	Yes - see "Employee Eligibility"	Yes - Only if under job protected leave. See "Employee Eligibility"	12 weeks of paid leave (up to 2 additional weeks if pregnancy-related disability) Parental (including leave to effectuate the legal process required for placement of a foster child or adoption), family care, medical(including pregnancy disability), and safe leave.	Up to 65% of average weekly wage, up to \$1,568.60 per week (07/07/2024 through 07/05/2025). For claims beginning 07/06/25; the maximum benefit amount is up to \$1,636.56 per week.	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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