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, or 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 (either parent can take time off for the birth, adoption, or foster placement of a child). If you use all 12 weeks on this, you can take up to 12 more weeks for sick child leave
  - Serious health condition (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)
  - 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 (up to 2 weeks of leave 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.