

OFLA, FMLA and PAID LEAVE TRACKING FORM

Effective: Jan 1, 2026

1	2	3	5	6	7	8	9	10	11	12	13	14		
OFLA Leave Year Begins (the Sunday preceding date OFLA first taken):				FMLA Leave Year Type and Beginning Date:						Benefit Year Begins (the Sunday preceding date benefits taken):				
OFLA Leave Year Ends (52 consecutive weeks after beginning date):				FMLA Leave Year Ends (if not rolling backward)						Benefit Year Ends (52 weeks after commencement - 53 to avoid overlap):				
OFLA	12 Weeks		12 Weeks	Oregon	FMLA	12 Weeks				Serious Injury or Illness of a Service-member/ Veteran (26 wks)	Paid Leave Oregon	12 Weeks		Add'l Two Weeks Pregnancy Disability
	Sick Child Leave (serious or non-serious health conditions + PHE)	Bereavement 2 Wks / event 4 Wks max	Pregnancy Disability (up to 12 add'l weeks)	Military Family Leave (14 days / deployment counts against OFLA)		Serious Health Condition of the Employee	Serious Health Condition of the Spouse, Parent, or Child	Birth, Adoption, Foster Care	Qualifying Exigency			Medical	Family	
Dates:					Dates:						Dates:			
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This tracker is prepared as a general summary and teaching guide. This is for informational purposes only and does not, and is not intended to, constitute legal advice. Employer Assistance staff may not and do not give legal advice. In order to determine the legality of any matter or to protect your legal rights, you should obtain the assistance of a lawyer.