

OFLA, FMLA and PAID LEAVE TRACKING FORM

Effective: Jan 1, 2025

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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 Military Family Leave (14 days / deployment counts against OFLA)	FMLA	12 Weeks					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)	Leave to effectuate Adoption, Foster Care Plcmt Two add'l weeks (Through 2024 only)			Serious Health Condition of the Employee	Serious Health Condition of the Spouse, Parent, or Child	Birth, Adoption, Foster Care	Qualifying Exigency	Serious Injury or Illness of a Service-member/ Veteran (26 wks)		Medical	Family	Safe																																																						
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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.