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Paid Leave Oregon helps families after birth

Salem, Ore. — During National Breastfeeding Month, Paid Leave Oregon is highlighting one of the most important forms of support families can receive after welcoming a new child: time together.

August is National Breastfeeding Month, recognized by the [U.S. Breastfeeding Committee](#). Paid Leave Oregon recognizes that supporting breastfeeding requires more than individual determination. It also requires policies, systems and environments that give families meaningful support and the freedom to make the decisions that work for them. Paid Leave Oregon provides eligible workers paid time away from work to bond with a new child, recover from childbirth and care for their families.

“Parents should not have to choose between their family’s economic security and the time they need to recover, bond with and care for a new baby,” said Andrew R. Stolfi, director of the Oregon Employment Department. “Paid Leave Oregon gives families more choices during a major life transition. It helps families make decisions about care and feeding not how quickly someone can afford to return to work.”

Paid Leave Oregon cannot remove every challenge families may face, but it can give parents time to recover, establish feeding routines, attend health or lactation appointments, and adjust to caring for a new child before returning to work.

Eligible employees can receive up to 12 weeks of paid family leave to bond with a child during the first year after birth, adoption or foster placement. Leave may be taken for a week, several days, or a single day at a time. A parent who is pregnant or has given birth may also qualify for up to two additional weeks of medical leave for limitations related to pregnancy, childbirth, or a related medical condition.

“Paid Leave gives families time to recover, learn and make childcare decisions based on what works for them, rather than having the immediate need for a paycheck make the decision for them,” said Juan Serratos, director of Paid Leave Oregon

Supporting breastfeeding also should not place the entire responsibility on the person feeding the baby. Spouses, partners, and other parents can use bonding leave to share household responsibilities, care for older children, attend appointments, and provide the practical and emotional support a recovering parent may need.

“Welcoming a child affects the whole family, and caring for one another is part of that transition,” Serratos said. “Paid Leave gives more parents the opportunity to be present, divide responsibilities, and build the routines that will support their family after they return to work.”

Paid Leave can provide time and financial support before a parent returns to work. Oregon workplace protections can help provide continued support afterward. Employers generally must provide workers reasonable rest periods to express milk as needed until their child is 18 months old. Employers must also make reasonable efforts to provide a private location, other than a public restroom or toilet stall, where employees can express milk without being seen or interrupted.

Bonding leave gives parents time away from work to focus on caring for and connecting with a new child during those early weeks and months. That time can help families establish routines and adjust to life with a new baby before returning to work.

About Paid Leave Oregon

Paid Leave Oregon provides temporary, paid time away from work so employees can have financial security when experiencing significant life events. Covered events include welcoming a new child, recovering from a serious health condition, caring for a family member with a serious health condition, or addressing issues related to sexual assault, domestic violence, stalking, or harassment. Paid leave benefits help Oregonians stay connected to their jobs and maintain financial stability during these major personal events. Learn more at paidleave.oregon.gov.

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