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Media Contact: [Communications@employ.oregon.gov](mailto:Communications@employ.oregon.gov);

## **Paid Leave Oregon celebrates Pride, supports families of every kind**

*Inclusive definition of family helps Oregonians care for the people who are family to them*

**June 9, 2026 (Salem, Ore.)** — In recognition of Pride Month, Paid Leave Oregon is reminding Oregonians that paid leave is for families of every kind, including LGBTQ+ families, chosen families, blended families, and other caregiving relationships.

When the Oregon Legislature created Paid Leave Oregon in 2019, it defined a family member to include a spouse or domestic partner, child, parent, sibling or stepsibling, grandparent, grandchild, or anyone else related by blood or affinity whose close association with the worker is equivalent to a family relationship.

“Paid Leave Oregon was built to support the way people actually care for one another,” said Andrew R. Stolfi, director of the Oregon Employment Department. “During Pride Month, we are proud to recognize that family also means the people who show up for us when we need care the most.”

For many LGBTQ+ Oregonians, chosen family can be an essential source of care and support. A narrow family definition can leave out the person who is actually there day to day, whether that person is a close friend, a longtime partner, a trusted caregiver, or someone else with a family-like bond.

“Chosen family is family,” said Juan Serratos, director of Paid Leave Oregon. “Paid Leave Oregon’s definition of family member helps make sure the program works for real people in real caregiving situations. When someone has a serious health condition, the person caring for them should be able to take leave because of the relationship they have, even when that relationship is not defined by blood, marriage, or the law.”

Paid Leave Oregon uses clear standards to determine the relationship of a parent or caregiver, even with the broad definition set by law. When someone applies to care for a person who is connected to them like family, the program may consider information showing a significant personal bond, such as shared financial responsibility, a shared lease or property, joint bills, emergency contact designation, a history of providing care, or other facts that show the relationship functions like family. No single factor is required. The

program looks at the relationship as a whole.

Oregon has been a leader in recognizing that paid leave programs should reflect the way people actually build and rely on family. California is now moving in a similar direction: In 2025, the state enacted Senate Bill 590, which will expand its paid family leave program to include care for a “designated person” beginning July 1, 2028.

“Oregon does not ask families to be one shape,” Serratos said. “Paid Leave is here to support people when they need care the most, and that means recognizing the people who provide that care, comfort, and support.”

Workers can learn more about Paid Leave Oregon, eligibility, and how to apply at [paidleave.oregon.gov](https://paidleave.oregon.gov).

### **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](https://paidleave.oregon.gov).

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