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Media Contact: communications@employ.oregon.gov

Workers may qualify for Paid Leave Oregon during substance use and mental health treatment

Salem, Ore. — During National Recovery Month, Paid Leave Oregon is reminding workers that treatment for a substance use disorder or mental health condition may qualify for paid medical leave when it meets the program’s serious health condition requirements. Eligible workers may also qualify for family leave to care for a family member receiving treatment.

September is National Recovery Month, sponsored by the [U.S. Substance Abuse and Mental Health Services Administration](#), or SAMHSA. The annual observance recognizes recovery from mental health and substance use conditions and the people, families and communities that support it.

“People should be able to get the care they need without a temporary health crisis becoming a permanent employment crisis,” said Andrew R. Stolfi, director of the Oregon Employment Department. “Paid Leave Oregon helps eligible workers maintain financial stability and stay connected to their jobs while they seek treatment.”

Employees can take medical leave to treat a serious health condition. A health care provider determines whether a mental health condition or substance use disorder meets the requirements of a serious health condition under Paid Leave Oregon. Employees may also use family leave to care for a family member with a serious health condition, including a loved one receiving treatment.

“Treatment doesn’t always fit neatly into a single block of time,” said Juan Serratos, director of Paid Leave Oregon. “Someone may need several weeks away from work, or they may need individual days for appointments or treatment. And sometimes a family member needs to be there to help. Paid Leave gives eligible workers the flexibility to take that time when they need it.”

Employees who qualify can receive up to 12 weeks of paid leave in a benefit year for their own serious health condition or to care for a family member. Leave can be taken a week at a time, several days at a time or one day at a time.

Paid Leave Oregon also provides job protection for employees who meet the program's job-protection requirements. Those employees generally have the right to return to the same or an equivalent job after taking leave. Job protection can help remove one of the barriers workers may face when they need time away from work for treatment or to care for someone they love.

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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