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Paid Leave Oregon supports adoptive families with time away from work

National Adoption Month highlights paid leave for adoption preparation and bonding

Salem, Ore. — November is National Adoption Month, and Paid Leave Oregon is reminding Oregonians that eligible workers can take paid family leave both to complete necessary activities before an adoption placement and to bond with the child after placement.

For adoptive families, preparation can begin long before a child comes home. Home studies, appointments, and legal requirements may mean time away from work. After placement, parents and children need time together to adjust to new routines and build relationships. Paid Leave Oregon can help at both stages.

“New parents shouldn’t have to choose between a paycheck and taking the time they need to prepare for an adopted child and to find their footing as a new family once the child comes home,” said Andrew R. Stolfi, director of the Oregon Employment Department. “Paid leave helps adoptive parents be present for these important stages while maintaining financial stability during what is already often an expensive process.”

Pre-placement leave allows eligible workers to take time off to complete activities necessary for a child's adoption placement. These may include required counseling sessions, court appearances, attorney consultations, physical examinations and home studies. Workers may use leave for qualifying activities before the child joins their home.

After a child is placed through adoption, eligible parents can take bonding leave during the first year to care for and bond with the child.

"Bonding leave is for more than just newborns," said Juan Serratos, director of Paid Leave Oregon. "We want adoptive parents to know that bonding leave is available when children of any age are placed through adoption or foster care. All new families deserve time to focus on safety, connection, and consistency."

Eligible employees can take up to 12 weeks of paid leave in a year, whether for pre-placement activities, bonding or another qualifying reason. Leave can be taken in full weeks or individual days. Paid Leave Oregon replaces a percentage of workers' wages, and some employees receive their full wages. Job protection generally applies after 90 consecutive days with an employer.

Workers applying for leave need documents confirming an intended or completed placement. These may include a court order, a letter from an attorney, or a document from an adoption agency or social worker. For pre-placement leave, documentation must be dated within 180 days before the requested leave starts.

To learn more about eligibility, required documents and how to apply, visit Paid Leave Oregon's family leave page.

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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