

LEAVE OPTIONS (FOR QUALIFYING CONDITIONS) AVAILABLE TO STATE EMPLOYEES

Qualifying Condition/Reason for Leave	SEPARATE LEAVE OPTIONS AVAILABLE				
	FMLA	OFLA	Paid Leave Oregon ¹		Short Term Disability
TO TEND TO THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION	Up to 12 weeks (480 hours) in a 52-week period	Up to 12 weeks (480 hours) in a 52-week period	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		Up to 13 weeks for each event as determined by insurance provider
TO TEND TO THE SERIOUS HEALTH CONDITION OF THE EMPLOYEE'S:					
<ul style="list-style-type: none"> Spouse 	Up to 12 weeks (480 hours) in a 52-week period. *Husband or wife as defined under Oregon state law and a same sex spouse of an employee if they are married in a state that legally recognizes same sex marriage.	Up to 12 weeks (480 hours) in a 52-week period. *Includes individuals who have lawfully established a civil union, domestic partnership or similar relationship under the laws of any state.	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		N/A
<ul style="list-style-type: none"> Parent or in loco parentis 	Up to 12 weeks (480 hours) in a 52-week period	Up to 12 weeks (480 hours) in a 52-week period *Includes biological, adoptive, stepparent, foster parent, legal guardian, or the parent of your spouse/domestic partner, or your parent's spouse/domestic partner	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition) *Includes biological, adoptive, stepparent, foster parent, legal guardian, or the parent of your spouse/domestic partner, or your parent's spouse/domestic partner		N/A
<ul style="list-style-type: none"> Child 	Up to 12 weeks (480 hours) in a 52-week period	Up to 12 weeks (480 hours) in a 52-week period *Includes biological, adoptive, stepchild, foster child,	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		N/A

¹ Employee must meet the OFLA eligibility requirements to receive the four unpaid weeks with Paid Leave Oregon.

If the condition qualifies under multiple leave types, the leaves run concurrently. There are different eligibility requirements for each leave type. Please refer to State HR Policy 60.000.15 Family and Medical Leave.

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	*(17 years of age or younger, or incapable of self-care)	spouse/domestic partner's child, of any age; or the child's spouse/domestic partner.	*Includes biological, adoptive, stepchild, foster child, spouse/domestic partner's child, or the child's spouse/domestic partner		
<ul style="list-style-type: none"> Sibling or stepsibling, or sibling or stepsibling's spouse/domestic partner 	N/A unless standing in loco parentis	Up to 12 weeks (480 hours) in a 52-week period	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		N/A
<ul style="list-style-type: none"> Grandparent or grandparent's spouse/domestic partner 	N/A	Up to 12 weeks (480 hours) in a 52-week period	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		N/A
<ul style="list-style-type: none"> Grandchild or grandchild's spouse/domestic partner 	N/A	Up to 12 weeks (480 hours) in a 52-week period	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		N/A
<ul style="list-style-type: none"> Any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship. 	N/A	Up to 12 weeks (480 hours) in a 52-week period	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		N/A
PARENTAL LEAVE	Up to 12 weeks (480 hours) in a 52-week period	Up to 12 weeks (480 hours) in a 52-week period	Up to 16 weeks (640 hours) in a 52-week period (12 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		N/A
SICK CHILD LEAVE (17 years of age or younger, or incapable of self-care)	N/A	Up to 12 weeks (480 hours) in a 52-week period	N/A		N/A

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PREGNANCY RELATED DISABILITY	Up to 12 weeks (480 hours) in a 52-week period	Up to 12 weeks (480 hours) in a 52-week period. An eligible employee taking any amount of OFLA leave for their own pregnancy-related disability may take up to 12 more weeks of OFLA leave in the same leave year for any OFLA qualifying purpose	Up to 18 weeks (720 hours) in a 52-week period (14 weeks paid, four unpaid to be used for any OFLA-qualifying condition)		Up to 13 weeks for each event as determined by insurance provider
ADDITIONAL SICK CHILD LEAVE (17 years of age or younger, or incapable of self-care)	N/A	An eligible employee taking a full 12 weeks of Parental leave under OFLA may take up to 12 additional weeks of OFLA leave in the same leave year for Sick Child leave	N/A		N/A
MILITARY FAMILY LEAVE	N/A	Up to 14 working days per deployment related to the deployment of an employee's spouse or same-gender domestic partner. The 14 days is included in the 12-week (480 hours) OFLA entitlement per 52-week period	N/A		N/A
BEREAVEMENT LEAVE	N/A	Up to two weeks per family member, in a one-year time period (to be taken within 60 days of notification of the death). Maximum of 12 weeks (480 hours) in a 52-week period	N/A		N/A
QUALIFYING EXIGENCY LEAVE	12 weeks (480 hours) in a 52-week period	N/A	N/A		N/A
MILITARY CAREGIVER LEAVE	Up to 26 weeks (1040 hours) in a single 12-month period	N/A	N/A		N/A

If the condition qualifies under multiple leave types, the leaves run concurrently. There are different eligibility requirements for each leave type. Please refer to State HR Policy 60.000.15 Family and Medical Leave.