QUALIFYING PURPOSES UNDER FMLA

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| 1. **To tend to the employee’s own serious health condition** | |
| 1. **To tend to the serious health condition of the employee’s:** | |
| ⚫ | Spouse: 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. |
| ⚫ | Parent: the employee’s biological or adoptive mother or father, or an individual who stood in loco parentis1 (in place of a parent) when the employee was a child. |
| ⚫ | Child: The employee’s biological, adopted, foster or stepchild, a legal ward, or a child of an employee standing in loco parentis. The child must be 17 years of age or younger. The age limit does not apply if the child is incapable of self-care because of a mental or physical disability under the ADA as interpreted by the EEOC per 29 C.F.R. § 825.122(d) (2). |
| 1. **Parental Leave** | |
| ⚫ | To care for the employee’s newborn, newly adopted child, or newly placed foster child. |
| 1. **Qualifying Exigency Leave** | |
| ⚫ | To attend to qualifying exigencies when the employee’s spouse, parent, son, or daughter is on active duty or called into active duty in support of a contingency operation for the military. |
| 1. **Military Caregiver Leave** | |
| ⚫ | [Up to 26 weeks (1040 hours for a full-time employee who works 40 hours per week) in a single 12-month period] to care for the employee’s spouse, parent, son or daughter of any age, or next of kin who is a covered service member with a serious injury or illness incurred in the line of duty on active duty, or a veteran discharged under other than dishonorable conditions within five years of receiving medical treatment, recuperation or therapy for a serious injury or illness. |
| ⚫ | The single 12-month period is applied on the following basis: per covered service member, per injury or illness. This includes (is not in addition to) time used for other FMLA-qualifying purposes during the 12- month period. |

QUALIFYING PURPOSES UNDER OFLA

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| 1. **To tend to the employee’s own serious health condition** | |
| **⚫** | 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. |
| 1. **To tend to the serious health condition of the employee’s:** | |
| ⚫ | Spouse: husband or wife as defined under Oregon state law. |
| ⚫ | Parent: the employee’s parent or the parent’s spouse or domestic partner. |
| ⚫ | Child (of any age): the employee’s child or the child’s spouse or domestic partner. |
| ⚫ | Sibling or stepsibling or the sibling’s or stepsibling’s spouse or domestic partner. |
| ⚫ | Grandparent or the grandparent’s spouse or domestic partner. |
| ⚫ | Grandchild or the grandchild’s spouse or domestic partner. |
| ⚫ | Any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship. |
| 1. **Parental Leave** | |
| ⚫ | To care for the employee’s newborn, newly adopted child, or newly placed foster child. |
| ⚫ | 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. |
| 1. **Military Family Leave** | |
| ⚫ | Up to 14 working days per deployment related to the deployment of an employee’s spouse or domestic partner. The 14 days is included in the 12-week OFLA entitlement. |
| 1. **Bereavement Leave** | |
| ⚫ | Up to two weeks per family member, in a one-year time period [to be taken within 60 days of notification of the death] to deal with the death of a family member by: attending the funeral or alternative to a funeral, making arrangements necessitated by the death, or grieving. |

**Refer to DAS statewide policy 60.000.15 for additional information.**