

Family Leave in Oregon – Effective July 1, 2024

****This is an informational tool only – this is not legal advice****

	FMLA	OFLA	Paid Leave Oregon	Stacking/Concurrent ¹
Birth of Child	✓		✓	FMLA & PLO concurrent
Placement of foster or adopted child	✓	From July 1 – Dec 31, 2024 (Up to two weeks)	From Jan 1, 2025 forward	Concurrent
Pregnancy Disability	✓	✓ Definition includes period of disability due to fertility/infertility treatments or pregnancy termination	✓	OFLA & PLO stackable PLO & FMLA concurrent
Serious Health Condition of Employee	✓		✓	FMLA & PLO concurrent
Serious Health Condition of Family	✓ Defined as child, spouse, or parent	Except for child who is cared for in the home (see Sick Child Leave)	✓ Broad definition of family ²	FMLA & PLO concurrent
Bereavement Leave		✓ Up to two weeks per death / four weeks in a leave year		N/A
Sick Child Leave	May be covered under “serious health condition of family member” category	✓ <ul style="list-style-type: none"> • Home care due to illness, injury, or condition • Public health closure of school or daycare 	May be covered under “serious health condition of family member” category	Stackable with other OFLA leave and PLO
Safe Leave			✓	N/A
Use of Accrued Leave	✓	✓	Up to 100% of wages ✓	

¹ “Concurrent” means an absence may be covered by both leave balances at the same time. “Stackable” means an employee may exhaust one leave type and then continue protected leave using another leave type.

² Defined as child, spouse/domestic partner, parent, sibling/step sibling or their partner, grandparent or their partner, grandchild, or “any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship.” ORS 657B.010(19)(h).