

Benefits

Protected Leaves

FMLA | Family Medical Leave Act

12 weeks of unpaid job protected leave in a 12 month period; *can use Sick Leave*

Eligible after **12 months** of employment

- Your own serious health condition **OR** the serious health condition of a spouse, child or parent
- Birth or adoption
- Parental leave
 - includes bonding

OFLA | Oregon Family Leave Act

12 weeks of unpaid job protected leave in a 12 month period; *can use Sick Leave*

Eligible after **6 months** of employment

- Bereavement
- Pregnancy disability
 - an additional 12 weeks of unpaid job protected leave in a 12 month period
- Sick child leave
 - serious and non-serious health condition

Note: LESD continues to contribute to the Premium Share