



paidleave.oregon.gov
Start with the **Employee Toolkit**
833-854-0166

Paid Leave Oregon serves most employees in Oregon by providing paid leave for the birth, foster care placement, or adoption of a child, a serious illness of yours or a loved one, or if you or your child experience sexual assault, domestic violence, harassment, bias crimes, or stalking.

What benefits does Paid Leave Oregon provide and who is eligible?

Employees in Oregon that have earned at least \$1,000 in their base year may qualify for up to 12 weeks of paid family, medical or safe leave in a benefit year. While on leave, Paid Leave pays employees a percentage of their wages. Benefit amounts depend on what an employee earned in their base year. See the Paid Leave website for a definition of base year.

Types of Leave Covered

Family Leave: to care for a family member with a serious illness or injury or to bond with a new child during the first year after birth, adoption, or foster care placement. As of Jan. 1, 2025, family leave will also include leave for required activities needed to complete an adoption or foster care placement of your child.

Medical Leave: to care for yourself during your own serious health condition.

Safe Leave: to care for yourself or your child as survivor of sexual assault, domestic violence, harassment, bias crimes, or stalking.

Who's covered?

Any Oregon employee, no matter how many hours they work, who earned at least \$1,000 in their base or alternate base year before applying for paid leave may be eligible. Employees can take leave from all types of employment including full time, part time, seasonal, or agricultural. Claimants can apply using either their Social Security Number or their Individual Taxpayer Identification Number. Tribal governments and those who are self-employed or independent contractors aren't automatically covered, but may choose to participate.

What benefits are included for Oregon Employees?

- You can take up to 12 weeks of paid leave per year (up to 14 weeks for pregnancy-related medical leave).
- You can take our leave when you need it — a day, week, or month at a time.
- If you've worked for your employer more than **90 days** your job is protected. Your employer can't penalize you for taking time off.
- The benefit amount you get paid will depend on your wages and income.
- Many employees will have 100% of their wages covered.