

Paid Leave Oregon provides paid leave benefits for most employees in Oregon who need time away from work for the birth, foster care placement, or adoption of a child; your own serious health condition or that of a family member; or to support the safety and recovery of you or your child following sexual assault, domestic violence, harassment, bias crimes, or stalking.

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

Employees in Oregon who 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 (See the Paid Leave website for a definition of base and benefit years). Benefit amounts depend on what you earned in your base year.

Who pays for Paid Leave Oregon?

Employees and employers contribute to Paid Leave Oregon through payroll taxes. Contributions are calculated as a percentage of wages and your employer will deduct your contributions from your paycheck.

When do I need to tell my employer about taking leave?

If your leave is foreseeable, you must give notice to your employer at least 30 days before your leave begins. If your leave isn't foreseeable, you must tell your employer within 24 hours of your leave starting and provide written notice within 3 days of your leave start date. If you don't give the required notice, Paid Leave Oregon may reduce your first weekly benefit by 25%.

How do I apply for Paid Leave?

If your employer participates in the state program, the easiest way to apply for Paid Leave benefits is through our online portal, **frances.oregon.gov**. You can also download a paper application at paidleave.oregon.gov or call us. If The Oregon Employment Department (OED) denies your benefits, you can appeal the decision.

What are my rights?

If you are eligible for paid leave, your employer can't prevent you from taking leave. Your job is protected while you take paid leave if you have been employed by your employer for at least 90 consecutive days. You won't lose your pension rights while on leave, and your employer must continue to offer you the same health insurance coverage you had while working. You must continue to pay your portion of health insurance premiums.

How is my information protected?

Any health information related to family, medical or safe leave that you choose to share with your employer is confidential and can only be released with your permission, unless the release is required by law.

What if I have questions about my rights?

It is unlawful for your employer to discriminate or retaliate against you because you asked about or claimed paid leave benefits. If you believe your employer isn't following the law, you have the right to bring a civil suit in court or to file a complaint with the Oregon Bureau of Labor & Industries (BOLI). You can file a complaint with BOLI online, via phone or email:

Web: www.oregon.gov/boli

Call: 971-245-3844

Email: help@boli.oregon.gov