

SICK TIME

All Oregon employees get protected sick time.

If you work for an employer with 10 or more employees (6 or more if they have a location in Portland), your protected sick time is also paid time.



- ▶ **Your employer must give you sick time.** You earn at least 1 hour of sick time for every 30 hours you work up to at least 40 hours a year.
- ▶ **You can use sick time for many reasons** including if you (or a family member) are sick, injured, experiencing mental illness, or need to visit the doctor. Also covered: bereavement, parental leave, safe leave, blood donation, and leave to care for a child whose school or place of care is closed for a public health emergency.
- ▶ You can start taking protected sick time after 90 days of employment. A gap in employment of 180 days or less does not count against sick time eligibility.
- ▶ Your employer must let you know how much sick time you have earned and available in writing at least every three months.
- ▶ Your employer generally may not require a doctor's note unless you take more than three consecutive workdays as sick leave.

CONTACT US

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

Call: 971-245-3844

Email: BOLI_help@boli.oregon.gov

Web: oregon.gov/boli

Se habla español.



OREGON LAWS
Protect You At Work

July 2026 - June 2027