Everything you need to know about Paid Leave Oregon

The Paid Leave Oregon program allows workers, like you, to take **paid time off**. You can use this time to welcome a new child, to care for yourself or a relative with a serious health condition, and to take Safe Leave related to you or your minor child. Your employer has a private plan through Unum (Paid Leave-OR), which provides benefits as generous as the Paid Leave Oregon program.

Reasons for you to request leave

You can apply for up to a combined **total of 12 weeks*** for these reasons:



- To manage your own serious health condition
- To care for a family member with a serious health condition
- To effectuate the legal process required for foster child placement or adoption (effective 1/1/25).
- To bond with a new child — adopted, foster, or birth**
- To take Safe Leave for seeking legal or medical assistance, relocation, or victim service assistance related to domestic violence, harassment, stalking, or sexual assault

*Employees who have limitations related to pregnancy, childbirth or lactation may be eligible for an additional 2 weeks.

**Can only be taken during the 12 months following birth / placement.

Important definitions for understanding qualified leave



Serious health condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that:

- Requires inpatient care
- Poses an imminent danger of death or possibility of death in the near future
- Requires constant or continuing care
- Involves a period of incapacity
- Involves multiple treatments
- Involves a period of disability due to pregnancy or
- Involves any period of absence from work for the donation of a body part, organ, or tissue

Important definitions for understanding qualified leave



Family member

A family member under Paid Leave Oregon can be any of the following:

- Your spouse or domestic partner
- Your child (biological, adopted, stepchild or foster child)
- Your spouse or domestic partner's child, or the child's spouse or domestic partner
- Your parent (biological, adoptive, stepparent, foster parent, or legal guardian)
- The parent of your spouse or domestic partner, or your parent's spouse or domestic partner
- Your sibling or stepsibling or their spouse or domestic partner
- Your grandparent or your grandparent's spouse or domestic partner
- Your grandchild or your grandchild's spouse or domestic partner
- Any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship.

How Paid Leave helps you and your family

Benefits

Benefits are based upon the average weekly wage of workers throughout Oregon — $1,410.13 per week for benefit years beginning 6/28/2026.

The Weekly Benefit Amount for you is calculated as follows: the portion of your Average Weekly Wage* that is equal to or less than 65% of the State Average Weekly Wage will be replaced at a rate of 100%. The portion of your Average Weekly Wage that is more than 65% of the State Average Weekly Wage will be replaced at a rate of 50%.

The maximum Weekly Benefit Amount derived from the above calculation shall not be more than $1,692.16 (120% of the State Average Weekly Wage effective 6/28/2026).

Protections

Your time off through Paid Leave Oregon is job protected if you've worked for your employer for at least 90 consecutive calendar days.

When you return from leave, your employer must restore you to the same job you had before taking leave, or to a job that has the same pay status, employment benefits, length-of-service credit, and seniority. There are some limited exceptions to this protection.

If you get health insurance through your employer, they must continue to pay for their portion of that health insurance. If you usually pay a portion of your health insurance costs through your employer, then you'll need to continue to do that during your leave.

*"Average weekly" wage means an amount calculated by dividing the total wages earned by an eligible employee during the base year and dividing by 52. The State Average Weekly Wage is adjusted annually and becomes effective 06/28.

Example

Suzie's Average Weekly Wage* is $1,200 per week. Since she earns more than 65% of the OR Average Weekly Wage ($916.58), she will receive:

100% of $916.58 =
$916.58

+

50% of ($1,200 – $916.58) =
$141.71

——

$1,058.29

You can choose to supplement your Paid Leave Oregon benefits with other paid leave you've earned (e.g. PTO, sick time).

What you need to apply for Paid Leave with Unum

Documents to verify your leave

Medical leave

You'll need to include information from a health care professional that says:

- That you have a serious health condition
- When your condition began
- How long they think your condition will continue
- Any other relevant details about your condition

Family leave to care for a family member with a serious health condition

You'll need to include information from a health care professional that says:

- That your family member has a serious health condition
- When your family member's condition began
- How long they think your family member's condition will continue
- Any other relevant details about your family member's condition
- Information about how often and how long your family member needs you to care for them

You may need to provide:

- The name and address of your family member and their relationship to you
- Proof of your family member's identity

Family leave to bond with a new child

As a parent or legal guardian, you can apply for family leave to bond with a child prior to the actual date of birth based on the child's expected due date.

However, in order for your family leave payments to commence, you will need to provide documentation of the child's actual date of birth.

You can also apply for family leave to bond with a child before the child has been adopted or placed in your home for foster care.

To take family leave to bond with a newborn child, you may need to submit any one of these three documents:

- A copy of the child's birth certificate
- A statement from child's health care provider stating child's date of birth
- A statement from mother's health care provider stating child's date of birth

To take family leave to bond with a child who has been recently adopted or placed in your home for foster care, you'll need documentation from the child's health care provider, or the foster or adoption agency confirming the date of the child's adoption or placement.

Documents to verify your leave

Safe leave

You'll need to have a few documents ready before you apply. You'll need at least one of the following:

- A copy of a police report
- A formal complaint to a school's Title IX coordinator
- A copy of a protective order
- Other evidence from a court, administrative agency, school's Title IX coordinator, or attorney
- Other documents from an attorney, law enforcement officer, health care provider, licensed mental health professional or counselor, member of the clergy, or victim services provider

If you have difficulty getting these documents or have concerns about safety, you can give a written statement confirming you qualify for safe leave.



Contact Unum to take advantage of all your benefits

Call **1-800-858-6843** or visit **unum.com** for any questions.

Better benefits at work.™

The policy or its provisions may vary or be unavailable in some states. The policy has exclusions and limitations which may affect any benefits payable. See the actual policy or your Unum representative for specific provisions and details of availability. Applicable to policy form PFML22-01-OR.

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