

Comparison of Paid Leave Oregon, the Oregon Family and Medical Leave Act (OFLA), the Federal Family and Medical Leave Act (FMLA), and Oregon Paid Sick Time

Eligibility requirements

	Paid Leave Oregon	OFLA	FMLA	OR Paid Sick Time
Employer size requirement	n/a	25 or more employees	50 or more employees	10 or more employees to be paid (6 or more in Portland)
Required wages to be eligible for leave	\$1000 wages in previous year	n/a	n/a	n/a
Required time worked for employer before taking leave	n/a	180 days	12 months	90 days
Required hours worked for employer to be eligible for leave	n/a	25 hrs/week in previous 180 days	1,250 hours in previous 12 months	1 sick hour for every 30 hours worked
Geographic requirement	n/a	n/a	Location with 50 employees within 75 miles	n/a

Eligibility requirement

Not a requirement

Leave duration and benefit payments

	Paid Leave Oregon	OFLA	FMLA	OR Paid Sick Time
Leave duration (for most cases)	12 weeks in one-year period	12 weeks in one-year period	12 weeks in one-year period	40 hours in one-year period
Maximum leave duration (for certain combinations of leave types)	14 weeks in a one-year period	36 weeks in one-year period	2 weeks in a one-year period	n/a
Payment	Paid Leave	Unpaid Leave	Unpaid Leave	Paid Leave
Benefit amount	Varies based on employee's average weekly wage. Up to 100% for lower-income workers.	n/a	n/a	100% of regular wages.

Qualifying purposes

	Paid Leave Oregon	OFLA	FMLA	OR Paid Sick Time
Family Leave				
Birth, adoption or foster placement	Yes	Yes	Yes	Yes
Family member's serious health condition	Yes	Yes	Yes	Yes
Medical Leave				
Individual's own serious health condition	Yes	Yes	Yes	Yes
Safe Leave				
Domestic violence, sexual assault, harassment or stalking	Yes	No	No	Yes
Other leave types				
Pregnancy disability leave*	Yes	Yes	No	No
*In addition to leave for serious health condition				
Sick child leave	No	Yes	No	No
Military family leave	No	Yes	Yes	No
Bereavement leave	No	Yes	No	Yes
Public Health Emergency	No	No	No	Yes
Covered				
Not covered				