



Paid Leave Oregon is a new program that allows employees to take paid time off for some of life's most important moments that impact our families, health, and safety. Paid Leave Oregon benefits start September 2023.

Information about Paid Leave Oregon, including fact sheets on benefits, contributions, and more, is online at: [Paidleave.oregon.gov](https://paidleave.oregon.gov)

During our community conversations, employers and employees asked about resources and programs that may be available now to support Oregonians and their families. This is a list of additional resources and programs related to family, medical, and safe leave. Paid Leave Oregon is not replacing any of these programs. This directory is a starting point to find resources and programs. Each program has different qualifications and factors that determine eligibility. Contact each agency directly to determine if you may be eligible for their programs and if they fit your needs.

Bureau of Labor and Industries (BOLI)

oregon.gov/boli/workers/Pages/your-rights-at-work.aspx

Oregon laws protect workers and ensure that you are paid for the work you do. Not getting your paychecks on time? Not sure if you qualify for overtime pay? Not getting breaks or a meal period? Do you have other equity issues you have faced? You have rights at work.

Family and Medical Leave Act (FMLA)

dol.gov/agencies/whd/fmla

This federal program entitles eligible employees of covered employers (at least 50 employees) to take 12 weeks of unpaid, job-protected leave for specific family and medical reasons. People may be eligible for 26 weeks of leave to care for a covered service member with a serious injury or illness.

General Information and Services: (211 Guided Search)

The website 211info.org/ has a guided search for statewide resources and referral services: You can also call: 211 or 866-698-6155 (toll free).

Oregon Department of Human Services

adrcforegon.org

For qualified individuals, consider the Aging and Disability Resource Connection of Oregon.

Oregon Family Leave Act (OFLA)

oregon.gov/boli/workers/pages/oregon-family-leave.aspx

OFLA requires Oregon employers with 25 or more employees to provide unpaid, job-protected time off to employees to care for themselves or family members.

Up to 12 weeks (and sometimes more) of unpaid leave is available for parental leave, serious health conditions, pregnancy disability leave, sick child leave, military family leave, and bereavement leave.

Oregon Health Authority

oregon.gov/oha/hsd/ohp

The Oregon Health Plan provides healthcare coverage for low-income Oregonians.

Oregon Sick Time

oregon.gov/boli/workers/Pages/sick-time.aspx

Oregon law gives all employees the right to sick time – at least an hour of sick time for every 30 hours worked up to 40 hours each year.

Oregon sick time is paid if your employer has 10 or more employees – six or more if located in Portland.

You can use sick time for many reasons including if you or a family member is sick, injured, experiencing mental illness, or need to visit the doctor.

Resources for Survivors of Sexual Assault, Domestic Violence, Harassment, and Stalking

- Oregon Coalition Against Domestic and Sexual Violence
www.ocadsv.org/find-help
- Oregon Attorney General's Sexual Assault Task Force
oregonsatf.org/help-for-survivors
- Call to Safety – 503-235-5333 or 888-235-5333 (toll free)
- Financial Help from Oregon Department of Human Services
oregon.gov/dhs/ABUSE/DOMESTIC
- Child, Elder, and Vulnerable Adult Abuse: 855-503-SAFE (7233)
oregon.gov/dhs/abuse
- Compensation for Victims of Crime
doj.state.or.us/crime-victims

If you experienced domestic violence, harassment, sexual assault, or stalking (or if you are a parent or guardian of a victim), your employer must make reasonable changes to support your safety and cannot discriminate or retaliate against you as a victim. oregon.gov/boli/workers/Pages/domestic-violence-protections-for-workers.aspx

Unemployment Insurance

Unemployment Insurance offers paid benefits to help individuals during transition periods between jobs. See the Oregon Unemployment Insurance website for more details about qualifying for and filing an unemployment claim.

The Oregon Employment Department manages the unemployment insurance claim process, as well as providing help connecting job seekers with employers. oregon.gov/employ or call 877-345-3484 to speak with an agent.

Workers' Compensation

wcd.oregon.gov/Pages/index.aspx

If you were injured at work or suffer from an illness because of your job, then you could be eligible for workers' compensation benefits that could include medical treatment from a healthcare provider of your choice.