

Paid Leave Oregon Q & A



QUESTIONS	SICK PAY	PAID LEAVE OREGON
When should employees use Sick Pay vs. Paid Leave Oregon?	Now that we have Paid Leave Oregon, Sick Pay will mostly be used for infrequent illness and healthcare appointments for employees or their immediate family members.	All intermittent and extended leaves of absence in increments of one day or longer will now primarily be paid using Paid Leave Oregon, not Sick Pay. The employee must certify for the benefit through the leave of absence process.
How much Sick Pay is job protected, based upon Oregon law?	Oregon state law requires employers to allow up to 40 hours of Sick Pay for employees to use for cold, flu, COVID, or other general illnesses for themselves or a dependent child.	Employees who request Sick Pay for more than five working days in a row, or those with a documented medical condition, must certify via the leave of absence process.
Can employees use PLO if they haven't been certified for the benefit?	N/A	No.
Can employees use Sick Pay or PLO to care for a family member?	Yes, for fewer than five straight working days.	Yes. They must certify via the leave of absence process.
What do I do if I need to take safe leave?	N/A	You must certify via the leave of absence process.
I'm certified for intermittent FMLA/OFLA that expires before 9/3/2023. Do I use Sick Pay or PLO?	N/A	Recertification for FMLA/OFLA and PLO will be determined for payment after 9/3/2023.
I'm having surgery during winter break. Do I use Sick Pay or PLO on my timecard?	N/A	Upon notice of a medical event, including surgery, the employee or their supervisor is required to complete a leave of absence request for FMLA/OFLA designation and PLO benefits.
I would like to take parental leave and use my Sick Pay to extend the time to six months. Is this allowed?	Sick Pay can not be used to extend parental leave outside of the job-protected time frame.	N/A
I would like to use my Sick Pay for parental leave and then use PLO to extend my parental leave beyond the FMLA/OFLA time frame. Is this allowed?	N/A	PLO can not be used to extend parental leave outside of the job-protected time frame.
If I have Sick Pay banked for my medical procedure, can I use that instead of certifying for a leave of absence?	No.	All Reed employees are required to request a leave of absence for qualifying events covered under FMLA/OFLA and/or PLO. Sick Pay can not be used.