

The Legislature passed Senate Bill (SB) 1515, which changed what qualifying life events [Paid Leave Oregon](#) and the [Oregon Family Leave Act \(OFLA\)](#) cover. The bill also changes how employees can use leave with each program. Beginning July 1, 2024, OFLA and Paid Leave have different qualifying purposes and employees cannot take OFLA and Paid Leave at the same time.

How does this change Paid Leave benefits?

- You cannot take Paid Leave and OFLA at the same time.
- Beginning Jan. 1, 2025, Paid Leave will include leave related to the legal processes required for the placement of a child through foster care or adoption.

How does this change OFLA?

The list of qualifying events for OFLA becomes shorter. Beginning July 1, 2024, OFLA will cover:

- Sick child leave for an employee to care for their child because of an illness, injury or condition (both serious and non-serious health conditions in addition to family leave for the child's serious health condition available through Paid Leave) and school and childcare closures for public health emergencies
- Bereavement (up to two weeks per occurrence, four weeks per year)
- Pregnancy disability (up to 12 additional weeks per year for pregnancy disability to the pregnant parent in addition to medical leave available through Paid Leave)
- Military family leave (up to 14 days per deployment – this will continue to count against available OFLA leave)

OFLA is capped at 12 weeks for sick child leave and bereavement. OFLA will no longer include most of the special provisions regarding teachers taking leave near the end of the term and will no longer provide additional sick child leave for employees who take 12 weeks of parental leave.

From July 1, 2024, to Dec. 31, 2024, OFLA will allow you to take an additional two weeks of leave related to the legal processes required for the placement of a child through foster care or adoption. This benefit will move to Paid Leave on Jan. 1, 2025.

What does this mean for employees?

Beginning July 1, 2024, employees who are currently taking leave under OFLA for one of the qualifying events no longer covered by OFLA (including serious health condition for yourself or a family member other than your child and family bonding leave) will need to apply for Paid Leave to continue job protection.

What does this mean for employers?

Employers will need to tell their employees about the upcoming changes created by SB 1515. This is important for those on leave under OFLA who will no longer have job protections for certain qualifying events after July 1, 2024 ([OAR 839-009-0201](#)). If the employee wants to continue their job protection, they must apply for Paid Leave benefits.

Paid Leave Oregon and the Oregon Bureau of Labor & Industries (BOLI) created this document as a general program comparison with the updates related to SB 1515 for [Paid Leave Oregon](#) and [Oregon Family Leave Act \(OFLA\)](#). It is not intended to provide legal or financial advice and does not cover all possible exceptions. Each program has different qualifications and factors (review the [OFLA/Paid Leave Comparison Chart](#) on Paid Leave's website).

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