



**PAID SICK LEAVE  
IN OREGON**  
EMPLOYER REQUIREMENTS  
BY ALAN THAYER



**innovative**  
LAW GROUP  
Reinventing the way lawyers serve business

**SICK LEAVE**

JANUARY 1, 2016

40 HOURS PER YEAR

10+ EMPLOYEES  
(6+ PORTLAND)

**REQUIREMENTS**

**EMPLOYEES COVERED**

**ALL EMPLOYEES\***  
PIECE-RATE  
HOURLY  
SALARY  
COMMISSION

**NOT COVERED**  
PAID SICK TIME/FED  
IND. CONTRACTORS  
STATE OR FED WORK  
TRAINING/STUDY  
RAILROAD WORKERS  
SPOUSE  
CHILDREN  
PARENTS

**HOURS**  
(ACCUMULATED)

1 HR/30 HRS  
ACCUE - 40 HRS MAX  
OR - FRONT LOAD

**CARRY OVER**

EACH YEAR - CARRY OVER  
UNUSED TIME  
OR - FRONT LOAD

**USE**

JAN. 1, 2016  
NEW EMPLOYEES  
90 DAY  
EMPLOYEE/FAMILY  
PREVENTATIVE CARE  
ILLNESS,  
INJURY,  
HEALTH CONDITION  
DOMESTIC VIOLENCE  
HARRASSMENT  
SEXUAL ASSAULT  
STALKING  
OFLA LEAVE  
1 HOUR INCREMENTS  
UNDUE HARDSHIP  
4 HOUR INCREMENTS  
36 HRS SICK TIME

**PAYMENTS**

**PAID**  
10+ EMPLOYEES  
(6+ PDX)



REGULAR PAY  
COMMISSION  
PIECE-RATE  
REGULAR PAY RATE  
MIN WAGE

**NOTICE**

EMPLOYER NOTICE  
POSTER  
NEW HIRE  
ACCUMULATED TIME  
EMPLOYEE NOTICE  
FOLLOW POLICIES  
NOT INTERFERE  
FORESEEABLE  
10 DAY NOTICE  
NOT DISRUPT OPS  
UNFORESEEABLE  
ASA?  
CALL IN

**RECORD KEEPING**

NO NEW  
REQUIREMENTS  
PAYROLL  
RECORDS

**TERMINATION**

UNUSED TIME  
PAY?  
UP TO YOU  
WRITTEN POLICY  
SPECIAL RULES  
BUSINESS SALE  
TERM & REHIRE  
TRANSFER-  
OUT OF STATE

**RETALIATION**

PROHIBITED  
NO VIOLATION  
REQUIRED  
LAYER OF RISK

**ATTENDANCE POLICY**

SICK TIME -  
EXCUSED

**ABUSE PREVENTION**

MEDICAL  
CERTIFICATION  
MORE THAN 3 DAYS  
NO NOTICE  
PATTERN OF ABUSE  
WEEKENDS  
HOLIDAYS  
VACATIONS  
PAYDAYS  
ABUSE PREVENTION

**EXISTING POLICIES**

SUBSTANTIALLY  
EQUIVALENT  
ACCUMULATED?  
CARRY OVER?  
USE?  
NOTICE?  
PREVENT ABUSE?  
AMEND POLICY

**PENALTIES**

BOLI  
INVESTIGATION  
\$1000 FINE  
JANUARY 1, 2017  
EMPLOYEE  
LAWSUITS  
IMMEDIATELY  
LAYER OF RISK

STRATEGIES & RECOMMENDATIONS  
ABUSE PREVENTION

SUPERVISOR TRAINING  
TEMPLATES

PAYROLL INSTRUCTIONS

