

Which Benefit(s) Can You Use During the COVID-19 Pandemic?

We want to help you understand what Oregon Law, the Families First Coronavirus Response Act, and the CARES Act mean for you.

Below is general guidance. Individual situations may vary.

KEY:
 ✓: Yes, you may have access to this benefit
 X: No, this benefit cannot be used in this scenario
 ?: You might be able to access this benefit. Contact the relevant organization (listed at the bottom) for more information.
 ✓*: If you are NOT already using sick leave or child care leave to cover lost or reduced hours, you may qualify. Contact the Employment Dept. for more information.

If you find yourself in this scenario, you may have access to this benefit:

	Paid Sick Leave		Paid Family Leave		Unpaid Family Leave		Unemployment Insurance	
	Oregon Sick Leave	Families First Coronavirus Response Act (4/2/20 - 12/31/20)	Oregon Paid Family & Medical Leave	Families First Coronavirus Response Act (4/2/20 - 12/31/20)	Oregon Family Leave Act (OFLA)	Family Medical Leave Act (FMLA)	Oregon Unemployment Insurance (UI)	CARES Act Pandemic Unemployment Asst. (PUA)
	Available for nearly all employees; can be unpaid if employer has < 10 employees in Oregon or < 6 in Portland.	Available if your employer has < 500 employees, or if you are self-employed. Some restrictions.	Available for all employees & employers.	Available if your employer has < 500 employees & you have been on the job for 30+ days, or if you are self-employed. Some	Available if your employer has 25+ employees. Some restrictions.	Available if your employer has 50+ employees. Some restrictions.	Available for most fully or partially laid-off employees, including self-employed, contract & gig workers.	Available for most employees who have reduced or lost work, incl. self-employed, contract & gig workers.

Employment-related scenarios

I don't have child care because school/child care closed due to COVID-19.	✓	✓		✓	✓	X	X	✓	
My boss cut hours because our work slowed down. Or, I'm self-employed and my work slowed down.	X	X		X	X	X	✓	✓	
My work closed because our work slowed down. Or, I'm self-employed and no longer have work.	X	X		X	X	X	✓	✓	
My work is closed because of an emergency order by the government.	✓	X	Oregon's paid family and medical leave insurance benefits will be available starting January 2023.	X	X	X	✓	✓	
My employer has stayed open even though public health officials required them to close.	✓	X		X	X	X	X	✓	
My employer isn't closed and is also not enforcing 6-foot social distancing guidelines from the Governor	X	X		X	X	X	X	?	?
I do not want to go to work because I'm afraid of getting the virus.	?	X		X	X	X	X	X	X
My work is closed. It is under quarantine.	✓	X		X	X	X	✓	✓	
I'm a health care worker/first responder. I am quarantined.	✓	?		X	X	X	X	✓	

Health- and illness-related scenarios

I'm immune-compromised and was advised by health care provider to stay home.	✓	✓	Oregon's paid family and medical leave insurance benefits will be available starting January 2023.	X	?	?	X	✓*
I'm quarantined by a public health official, but my work is still open.	✓	✓		X	X	X	X	✓*
My family member is sick, but it is mild. I need to care for them.	✓	✓		X	X	X	X	✓
My family member is seriously sick. I need to care for them.	✓	✓		X	✓	✓	X	✓
I think I have COVID-19 and I need to get tested.	✓	✓		X	✓	X	X	✓*
I've got COVID-19, but it's mild.	✓	✓		X	?	?	X	✓*
I'm really sick with COVID-19.	✓	✓		X	✓	✓	X	✓*

This is not a legal document and is only meant to help you determine what rights you may have under the law. Last updated April 20, 2020.

NOTE for undocumented & mixed status families: Valid work authorization and a social security number are required to access UI or PUA benefits. Sick leave and family leave benefits should be available to workers regardless of documentation status, including those with ITIN.

- > For questions about Oregon leave laws, please contact BOLI at 971-673-0761 or mailb@boli.state.or.us.
- > For questions about federal leave laws, please call the Department of Labor at 866-487-9243.
- > For questions about Unemployment Insurance, please contact the Oregon Employment Department at https://govstatus.egov.com/ORUnemployment_COVID19 or 800-237-3710.

We know not every worker is covered by these programs. They should be. Please contact Family Forward to learn more about these programs and how you can advocate for all workers.



www.familyforwardoregon.org



www.familyforwardaction.org

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