Who qualifies for the benefits?
Any employee who earned at least $1000 in salary in the year before requesting leave qualifies for benefits; this includes Resource/Per Diem RNs.

What leaves are covered?
- Medical leave—to care for one’s own serious health condition.
- Family leave—to bond with a new child after birth, adoption, or foster care placement.
- Family medical leave—to care for a family member with a serious illness or injury.
- Safe leave—for survivors of sexual assault, domestic violence, harassment, or stalking.

Leave is available intermittently, in increments as small as one day. The definition of family is broader than that used for other leave programs and includes any individual related by blood or affinity.

What are the minimum benefits under the law?
- Elimination of Sedgewick's seven-day waiting period.
- Between ~65% and 80% wage replacement (dependent upon income) for up to 12 weeks each year (up to 14 weeks for pregnancy).
- Leave renews every 12 consecutive months.

What should ONA nurses know about what’s next at Providence?
Union worker leaders led Oregon to become one of eleven states to establish minimum Paid Family and Sick Leave standards by law. Because union workers are more empowered, Providence—the largest health system in Oregon—must negotiate over what more should be done for caregivers sacrificing our health and safety every day as the point of care for a $20 billion operation’s sickest patients.

Update Jan. 3, 2023
Here is ONA RN leadership’s top priorities as we head into these negotiations:

- **100% Fully Paid Family and Sick Leave:** No workers are sacrificing their and their family’s health more than caregivers at the point of care in a new COVID environment. The largest health care system in Oregon must do more than the minimum by offering fully paid 100% family leave for caregivers who risk our health everyday on the job.

- **Providence Pay 100%:** The law allows for employers to pick up the cost of the tax. ONA caregivers should not get taxed to cover risks associated with providing care. A $20 billion dollar operation that is the largest health system in Oregon should cover the costs.

Get involved by reaching out to a local ONA officer and becoming a Contract Action Team (CAT) member or union steward!