

STATE OF OREGON and ONA
Contract Article Amendment State Proposal
December 2025

ARTICLE 44. SICK LEAVE

Section 2. Utilization of Sick Leave with Pay. Employees who have earned sick leave credits shall be eligible for sick leave for any period of absence from employment due to any of the following reasons:

- Illness;
- bodily injury;
- disability resulting from pregnancy;
- necessity for medical or dental care;
- if the employee is a victim of domestic violence, harassment, sexual assault, or stalking; or the parent or guardian of a minor child or dependent who is a victim of domestic violence, harassment, sexual assault or stalking pursuant to ORS 659A.270 through 659A.290;
- exposure to contagious disease;
- for the emergency repair of personal assistive devices which are medically necessary for the employee to perform assigned duties;
- **Paid Leave Oregon;**
- **for the employee to donate blood that is made in connection with the voluntary program for the donation of blood approved or accredited by the American Association of Blood Banks or the American Red Cross;**
- attendance upon members of the employee's or the employee's spouse's immediate family or the equivalent of each for domestic partners, (parents, spouse, children, foster children, siblings, grandparents, grandchildren, children's spouse, or another member of

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the immediate household) where employee's presence is required because of illness or death in the immediate family of the employee or the employee's spouse or domestic partner.

The ~~Agency~~ employee has the duty to ~~require that the employee~~ make other arrangements, within a reasonable period of time, for the attendance upon children or other persons in the employee's care. Certification of an attending physician or practitioner may be required by the Agency to support the employee's claim for sick leave, if the employee is absent in excess of seven (7) days, or if the Agency has evidence that the employee is abusing sick leave privileges. The Agency may also require such certification from an employee to determine whether the employee should be allowed to return to work where the Agency has reason to believe that the employee's return to work would be a health hazard to either the employee or to others.

The employee shall be entitled to use accrued vacation, other paid leave, and compensatory time, in any combination, or leave without pay for the period of parental leave.