

Parental Leave

Under the Family and Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA), parents (both mothers and fathers) may take family leave to bond with their newborns or their newly adopted or newly placed foster children. Employees must take and complete this “parental leave” within one year of the date of the birth or placement of the child.

While most types of family leave may be taken intermittently when qualifying events arise, Washington County requires the employee to take parental leave in one uninterrupted period. The exception to this restriction is leave taken to effectuate the legal processes involved in adoption or foster placement, which may need to be taken intermittently.

When employees take leave for adoption or the placement of a foster child, the adopted or foster child must be under the age of 18 years, or an adult dependent child incapable of self-care due to a physical or mental impairment. An employee requesting leave for the placement of a foster child must be a legally recognized foster parent or taking part in the legal process to become a foster parent.