



The following are allowable uses of sick time under Oregon state law and Community Action policy:

- for an employee's own physical or mental illness, injury, or health condition, including time off for medical diagnosis, care, treatment, and/or preventive care;
- to care for a family member with an illness, injury, or health condition, including time off for medical diagnosis, care, treatment, and/or preventive care ("family member" is defined by the Oregon Family Leave Act (OFLA) as: spouse, domestic partner, parent, parent-in-law, child, grandparent, and grandchild);
- for any purposes allowed under OFLA, such as bereavement leave, caring for a newborn child or newly adopted/foster child, or sick child leave, regardless of whether the employee is eligible for OFLA leave;
- for any purpose allowed under Oregon's domestic violence, harassment, sexual assault, or stalking law; or
- in the event of a public health emergency, including upon an order of a general or specific public health emergency, or when the employer excludes the employee from the workplace by law or rule for health reasons.

The following are allowable uses of Community Action's Bereavement Leave policy:

- to attend the funeral (or alternative) of an immediate family member;
- to make arrangements necessitated by the death of an immediate family member; or
- to grieve the death of an immediate family member.

For purposes of this policy, "immediate family member" is defined as: spouse, domestic partner, child, stepchild, parent, stepparent, grandchild, grandparent, sister, brother, in-laws (mother-, father-, brother-, sister-, daughter-, son-, and grandparent-in-law), aunt, uncle, niece, and nephew.