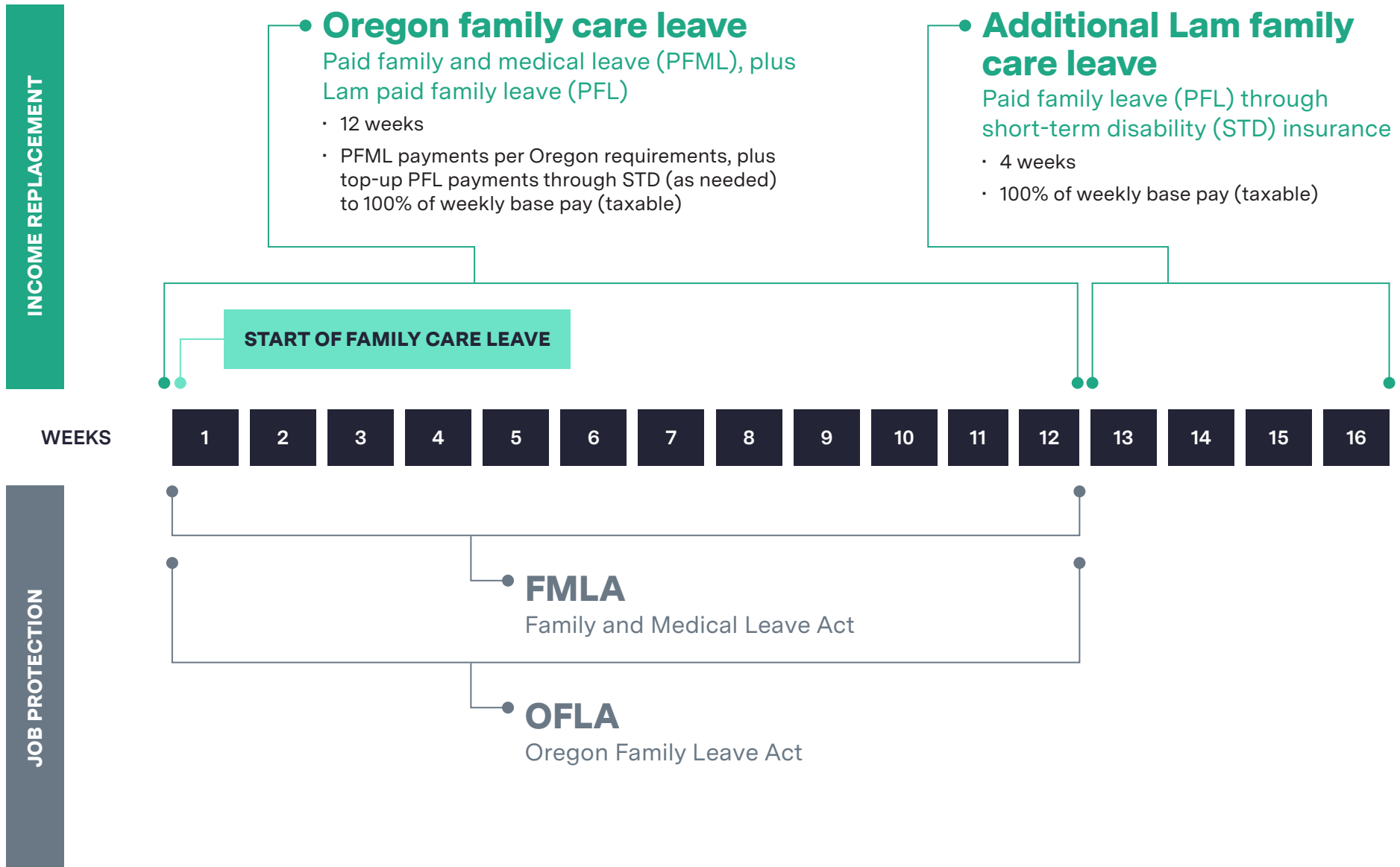


# Family care leave *for Oregon employees*



This diagram shows a typical leave. You do not need to take all 16 weeks at once.

# Family care leave *for Oregon employees*

When you're out on family care leave, you may be eligible for job protection, and your income will be replaced by Oregon paid family and medical leave (PFML) and Lam paid family leave (PFL) benefits.

## INCOME REPLACEMENT

### Family care leave

#### Paid family and medical leave (PFML) and paid family leave (PFL) through short-term disability (STD) insurance

- 100% of weekly base pay, up to a weekly maximum of \$4,800.
  - Weeks 1–12: You receive PFML payments per Oregon requirements, plus top-up PFL payments through the Lam STD plan (as needed) to bring you to 100% of your weekly base pay (taxable).
  - Weeks 13–16: You receive 100% of your weekly base pay through the Lam STD plan (taxable).
- Federal income tax (but not state tax) will be withheld from your PFL payments.
- You can take up to 16 weeks of family care leave to care for a child, grandchild, grandparent, parent, parent-in-law, spouse, or domestic partner with a serious health condition.
- You can take up to 16 weeks of family care leave for situations arising out of a family member's active military service.
- You do not need to take all 16 weeks at once.
- Your leave is administered by TRISTAR. PFML payments are made by The Standard, and PFL payments are made by TRISTAR through the Lam STD plan.

## JOB PROTECTION

### FMLA (Family and Medical Leave Act)

- You get up to 12 weeks of job-protected leave.
- Covers the period of caring for a spouse, child (minor or dependent adult), or parent with a serious health condition.
- This leave is concurrent with OFLA.
- To be eligible, you must have worked for Lam for more than 12 months and for at least 1,250 hours in the 12 months before your leave begins.

### OFLA (Oregon Family Leave Act)

- You get up to 12 weeks of job-protected leave.
- Covers the period of caring for a spouse, child, parent, grandparent, grandchild, parent-in-law, same-gender domestic partner, or same-gender domestic partner's child or parent with a serious health condition.
- This leave is concurrent with FMLA, if eligible.
- To be eligible, you must have worked for Lam an average of at least 25 hours a week in the 180 days prior to the start of your leave.

Learn how to request your family care leave of absence at [LamBenefits.com](https://LamBenefits.com).

