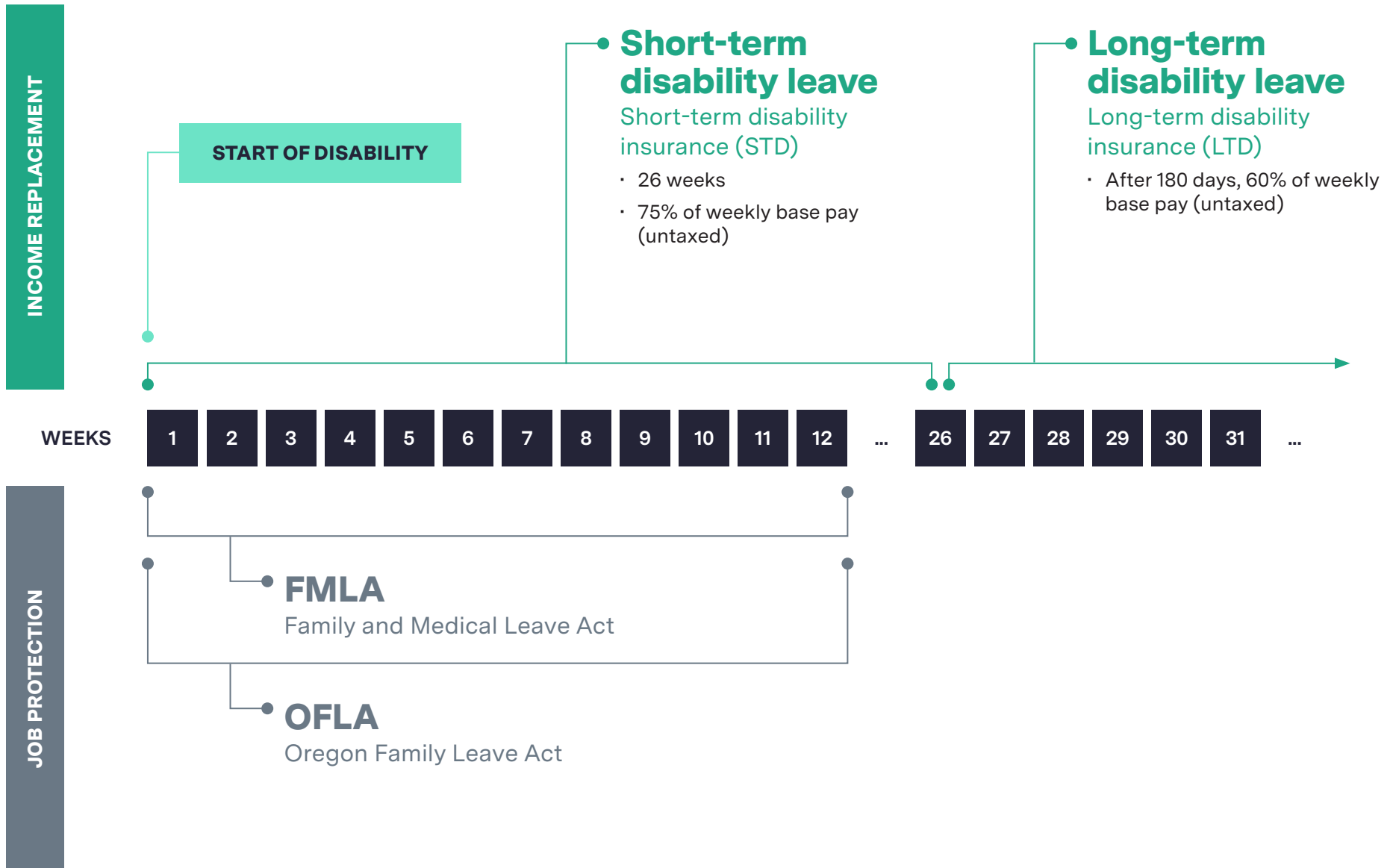


# Medical leave *for Oregon employees*



This diagram shows a typical leave.

# Medical leave *for Oregon employees*

When you're unable to work because you're injured or become ill, you may be eligible for job protection for 12 weeks, and your income can be partially replaced by different programs available to you.

For the first 26 weeks you are disabled, your income is partially replaced by Short-Term Disability Insurance (STD) benefits **if you are enrolled in the Short-Term Disability Plan**. If you remain disabled after 180 days, you then receive partial income-replacement benefits through Long-Term Disability Insurance.

Your job may be protected for the first 12 weeks of your disability under FMLA and OFLA.

## INCOME REPLACEMENT

### Short-term disability leave

#### Short-term disability insurance (STD)

- 75% of weekly base pay (untaxed), up to a weekly maximum of \$4,800, for up to 26 weeks.
- Your disability depends on your ability to work, as supported by a statement from your health care provider.
- You must be under the care of a health care provider during your period of disability.
- Your STD benefits are administered by TRISTAR.

### Long-term disability leave

#### Long-term disability insurance (LTD)

- After 180 days, 60% of your base pay (untaxed), up to a monthly maximum of \$20,000.
- You must be under the care of a health care provider for the condition(s) causing your disability.
- Benefits continue until you are no longer disabled or reach Social Security normal retirement age.
- Your LTD benefits are administered by The Standard.

## JOB PROTECTION

### FMLA (Family and Medical Leave Act)

- You are entitled to up to 12 weeks of job-protected leave as the result of your own 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 are entitled to up to 12 weeks of job-protected leave as the result of your own 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.