



# Oregon

Tina Kotek, Governor

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Chief Human Resources Office

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## MEMORANDUM

**To:** Agency Heads and Agency Human Resources Directors  
**From:** Jessica Knieling, Chief Human Resources Officer  
**Date:** May 14, 2024  
**Subject:** Addendum G – Family and Medical Leave, 60.000.15

Emboldened and italicized text reflects revisions and additions to current policy language.

### **Policy Statement:**

*As of May 8, 2024, the Executive Branch of state government modifies the Family and Medical Leave policy to align with temporary rule 839-009-0201 which is in effect through July 1, 2024.*

**Policy Authority:** ORS 659A.150 through 659A.186; OAR 839-009- 0200 through 839-009-0460

**Applicability:** All employees (including temporary employees) when not in conflict with an applicable collective bargaining agreement.

**Attachments:** None

### **Policy Amendments**

Effective May 8, 2024, Family and Medical Leave policy 60.000.15 is amended as follows:

*(29) Changes to OFLA*

- (a) ***Effective July 1, 2024, the following purposes will no longer qualify under OFLA:***
- a. ***Serious Health Condition – Self***
  - b. ***Serious Health Condition – Family member (except child)***
  - c. ***Parental Leave (except leave to effectuate the placement of a foster child or adoption)***
- (b) ***An agency will rescind a designation or approval for leave listed under Section (a) that is scheduled to occur on or after July 1, 2024.***
- a. ***The agency will notify the employee in writing, that the leave is not protected by OFLA no later than June 1, 2024.***
  - b. ***The notification will include information regarding the ability to apply for Paid Leave Oregon benefits and the contact information for Paid Leave Oregon. Providing the Paid Leave Oregon model poster meets this requirement.***
- (c) ***An agency will provide an employee information regarding the ability to apply for Paid Leave Oregon benefits and the contact information for Paid Leave Oregon as soon as practicable but within 14 calendar days of becoming aware of the need for leave that would have been previously protected under OFLA prior to July 1, 2024. Providing the Paid Leave Oregon model poster meets this requirement.***

Questions should be sent to [CHRO.Policy@oregon.gov](mailto:CHRO.Policy@oregon.gov).