



May 31, 2024

NOTICE OF OREGON FAMILY LEAVE ACT (OFLA) CHANGES EFFECTIVE JULY 1, 2024

The Oregon Legislature recently passed Senate Bill 1515, which made changes to the Oregon Family Leave Act (OFLA) effective July 1, 2024.

OFLA will **no longer** protect leaves for the following reasons (but leave may qualify under other protected leave laws):

- Parental leave
- Leave due to a serious health condition of the employee, or their family member

OFLA will **continue** to protect leave for the following reasons:

- Bereavement leave
- Pregnancy disability leave
- To care for your child's illness, injury or a condition that requires home care,

If qualifying, your leave will be protected by the Federal Family Medical Leave Act (FMLA.) You also have the additional option to apply for Paid Leave Oregon (PLO) for qualifying reasons.

Please refer to this website to find further information regarding FMLA and PLO. This information is located under the **Employee and Applicant Rights (Required Postings)** heading:

<https://www.deschutes.org/hr/page/job-and-volunteer-center>

Please note that PLO will only protect qualifying leave that is taken in full day increments where no work is performed. Additionally, the current PLO statutory language that allows for an additional 4 weeks of unpaid OFLA leave after all PLO leave entitlements have been exhausted will no longer be applicable after July 1, 2024.

You are welcome to reach out to Human Resources at HR@deschutes.org, or call (541) 388-6553 if you have further questions regarding your protected leave entitlements.