Engage PEO Client Alert: Oregon

Updates to the Oregon Family Leave Act

WHAT'S NEW: Beginning on **September 3, 2023**, the Oregon Family Leave Act is being updated to expand the definition of "family member" and provide additional reinstatement rights to employees.

WHAT IT MEANS:

- Employees may now take job-protected leave under the Oregon Family Leave Act ("OFLA") to care for an individual who is "related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship." This expands the scope of family members under the OFLA and is now in line with the definition under the Paid Leave Oregon program.
- Additionally, if the employee's position no longer exists when they return from OFLA leave, it is now mandatory to offer that employee any available equivalent position with the same pay and benefits within 50 miles of the former job site, expanding the employee's right to reinstatement.
- Lastly, employers must now maintain the employee's health care benefits as if not on OFLA.

WHAT EMPLOYERS SHOULD DO: Employers should review their OFLA policies and procedures to ensure compliance, and train appropriate members of management.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other H.R.-related matters.