



Representative Barbara Smith Warner

House District 45

Protect Employee Health Coverage

Continuation of group health insurance coverage

HB 2600

The Problem:

Under current Oregon law, a person's insurance coverage can be terminated by his/her employer when they take authorized family leave under the Oregon Family Medical Leave Act. This is in conflict with the federal Family Medical Leave Act, which maintains insurance during leave.

The Solution:

Bring Oregon law into alignment with the federal standard and protect continuation of the group health insurance coverage of an employee while on OFLA leave.

HB 2600:

This bill concept came from an AOI requested workgroup which explored the differences in the two laws in an attempt to gain consistency. OFLA covers companies with 25 or more employees, while FMLA covers those with 50 or more. This bill will close the gap, and ensure that all companies with 25 or more employees continue group health insurance coverage. HB 2600 will

- Continue group health insurance for the individual and covered family members
- Require employees to continue contributing to their health premiums

Questions or need more information?

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