

REVENUE: No revenue impact  
FISCAL: Has minimal fiscal impact  
SUBSEQUENT REFERRAL TO:

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Action:

Vote:

Yeas:

Nays:

Exc.:

Prepared By: Matthew Germer, Administrator

Meeting Dates: 5/6, 5/20

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**WHAT THE MEASURE DOES:**

Requires the continuation of the group health insurance coverage for an employee on family leave.

**ISSUES DISCUSSED:**

- Interplay between the federal Family and Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA)
- Value of health insurance coverage while taking family leave
- Size of employers covered by OFLA but not by FMLA
- Types of employees using OFLA leave after exhausting FMLA leave

**EFFECT OF COMMITTEE AMENDMENT:**

(-1) Creates tax credit for employers for health insurance coverage payments for employees on family leave.

(-2) Limits measure to employers with 50 or more employees who work at least 20 or more workweeks in a year.

**BACKGROUND:**

The federal Family and Medical Leave Act (FMLA) entitles eligible employees who work for covered employers to take unpaid, job-protected leave for specified family and medical reasons. If an employee is provided group health insurance, the employee is entitled to the continuation of the group health insurance coverage during FMLA leave on the same terms as if they had continued to work. The employee must continue to make any normal contributions to the cost of the health insurance premiums. Oregon's Family Leave Act (OFLA) does not include the requirement that the employee's group health insurance coverage continue during protected leave.

In general, employers with 50 or more employees are covered under FMLA, and employers with 25 or more employees are covered under OFLA.

House Bill 2600 aligns OFLA with FMLA's continuation of group health insurance coverage.