

**Seventy-Eighth Oregon Legislative Assembly - 2015 Regular Session**  
**STAFF MEASURE SUMMARY**  
**House Committee On Health Care**

**MEASURE: HB 2600**  
**CARRIER: Rep. Smith Warner**

**Fiscal:** Has minimal fiscal impact

**Revenue:** No Revenue Impact

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**Action Date:** 03/16/15

**Action:** Do Pass.

**Meeting Dates:** 03/06, 03/16

**Vote:**

Yeas: 5 - Clem, Greenlick, Keny-Guyer, Lively, Nosse

Nays: 4 - Buehler, Hayden, Kennemer, Weidner

**Prepared By:** Sandy Thiele-Cirka, Committee Administrator

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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:**

- Conflicting provisions between Oregon Family Leave Act (OFLA) and the federal Family and Medical Leave Act (FMLA)
- Current employer threshold differences between OFLA and FMLA
- Importance of uninterrupted health insurance coverage
- Current leave options for employees

**EFFECT OF COMMITTEE AMENDMENT:**

No amendment.

**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.