

HB 2474 STAFF MEASURE SUMMARY

House Committee On Early Childhood

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Sub-Referral To: House Committee On Business and Labor

Meeting Dates: 3/15

WHAT THE MEASURE DOES:

Modifies Oregon Family Leave Act (OFLA) and Oregon Military Family Leave Act (OMFLA). Modifies definitions of family member. Expands applicability of OMFLA to employers with one or more employees. Expands applicability of OFLA to employers with one or more employees. Allows eligibility for employees after 30 days and regardless of part-time status. Modifies eligibility requirements to be equal regardless of reason for taking leave. Allows leave to care for child when school or child care provider is closed by order of public official for public health emergency. Removes sanction if employee did not provide required notice. Allows employee to determine the order in which to use accrued leave.

REVENUE: May have revenue impact, but no statement yet issued.

FISCAL: May have fiscal impact, but no statement yet issued.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The Oregon Family Leave Act (OFLA) currently applies to employers who employ 25 or more persons in Oregon. In order to qualify, employees must have been employed at least 180 days and worked an average of more than 25 hours per week during that time. The 25-hour requirement does not apply for leave to care for an infant or newly adopted or foster child. House Bill 2474 expands the applicability of OFLA and the Oregon Military Family Leave Act (OMFLA) generally and removes penalties for employees who fail to give required notice.