



Continue the Conversation on Paid Leave/OFLA Alignment – There is More to Do!

While SB 999 is a good start, **there remains a significant policy discussion about the overall consolidation of PFMLI and OFLA. Having two distinct programs is complicated and inefficient for employers and workers.** Our primary goal heading into the 2024 Session is to minimize confusion and administrative burdens on employees, employers, and government administrators. An interim workgroup should come to an agreement on legislation for consideration in the 2024 legislative session that addresses:

- Consolidating and reconciling Oregon’s leave laws. Significant unalignment remains, even after the passage of SB 999. Some highlighted differences include:
 - OFLA/PFMLI
 - True alignment regarding leave usage, clocks, banks, and job protections must lead the interim conversation.
 - Certain unpaid leave allowances are offered under OFLA that are not covered under PFMLI (e.g., sick child, disabling pregnancy, bereavement). Similarly, PFMLI covers safe leave, which is not covered under OFLA. The treatment of disparate allowances is also a critical conversation.
 - An employee must work 90 days to be eligible for PLO leave and job protection and 180 days to be eligible for OFLA leave and job protection.
 - Oregon Sick Time (ORS 653.601-661)
 - There is no specific item on the table, but it is important to acknowledge that this is one additional leave law that should be discussed in an overall consolidation and alignment discussion.
 - Oregon Military Family Leave Act (ORS 659A.090-099)
 - There is no specific item on the table, but it is important to acknowledge that this is one additional leave law that should be discussed in an overall consolidation and alignment discussion.
- Consolidating agency enforcement authority for job protection provisions of leave laws.
- A thorough examination of utilization, communication and notification channels, program administration, and trust solvency as PFMLI coverage begins.

Contacts:

Amanda Dalton, Dalton Advocacy (amanda@daltonadvocacy.com)

Angela Wilhelms, OBI (angelawilhelms@oregonbusinessindustry.com)