



# **OFLA/PFML changes SB 1515**

**Clackamas County Human Resources  
Kathi Rastetter, Human Resources Manager August, 2024**

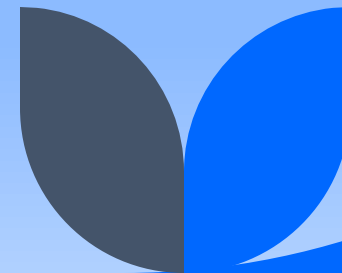


**SB 1515 made changes  
to OFLA and PFML  
effective 7.1.2024**



# Major Changes to OFLA & PFML

- OFLA no longer runs concurrently with PFML
- PFML still runs concurrently with FMLA
- Fewer OFLA qualifying events
- Baby bonding time is now under PFML
- On 1/1/2025 2 weeks for legal adoption/foster care placement moves to PFML
- Serious health condition of employee or family member moved to PFML
- No special OFLA provision for teacher at end of term



# OFLA Qualifying Events

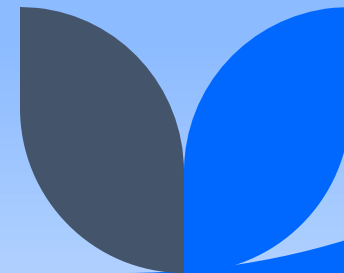
- 12 weeks for home care of an employee's child ('sick child leave')
- Bereavement (up to two weeks per family member, up to four weeks per year)
- An additional 12 weeks for pregnancy disability
- Military family leave (up to 14 days per deployment)

# How many weeks available per OFLA?

Twelve weeks of sick child and bereavement leave in a leave period. Military leave up to 14 days counts against available OFLA.

Plus

Twelve weeks of pregnancy disability in a year, if applicable.

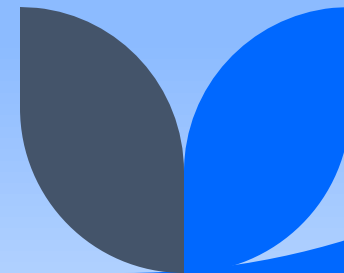


# PFML Benefits

An employee may use any accrued paid leave we offer (sick, vacation, comp time, personal holiday) **in addition to** receiving PFML benefits.

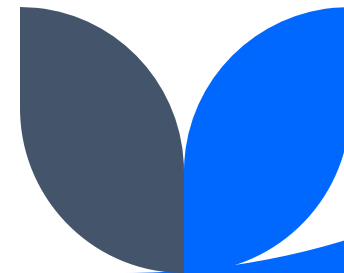
Note:

- This isn't really a change but the legislation makes the entitlement clear.
- The employee can elect to use accruals, the order will be determined by the County subject to CBAs.

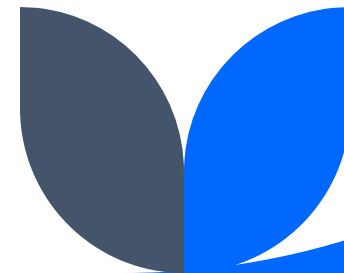


# How many weeks for PFML?

For most employees a maximum of 12 weeks of paid leave in a benefit year



**Employees who have pregnancy or childbirth related conditions may take an additional two weeks, for 14 weeks total.**





## PFML Ineligible

When an employee is eligible to receive workers' compensation and/or unemployment they are not able to receive PFML benefits.

Note: Not a change, just a reminder.



# Another difference between OFLA and PFML

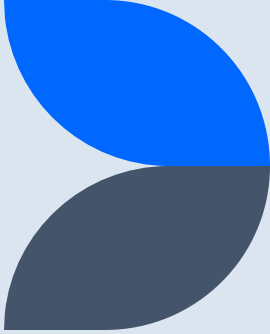
OFLA and FMLA allow for partial day absences.

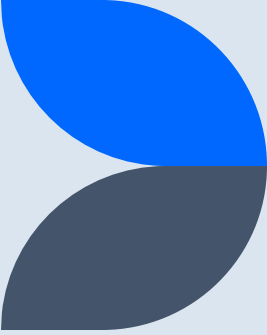
PFML can only be taken in day or week increments.



# Which Employees Are Eligible?

ELIGIBILITY REQUIREMENTS	FMLA	OFLA	PFML	OMFLA
<b>Length of service</b>	12 months	180 days	No work time requirement for Paid Leave benefits, but must have worked 90 days to have job protection	None
<b>Hours worked</b>	1,250 hours in previous 12 months	Average 25 hours per week in past 180 days. <i>Does not apply to parental leave.</i>	None	20 hours per week





# How Much Time Is Protected?

Leave Duration	FMLA	OFLA	PFML	OMFLA
General amount per leave year	12 weeks	12 weeks	12 weeks	14 work days
Maximum leave duration per leave year ( <i>for certain combinations of leave types</i> )	26 weeks	24 weeks	14 weeks due to complications related to pregnancy or childbirth	14 work days

# For more information

- Contact Leave Administration with any questions. [Contact information](#) is at the bottom of our webpage.
- Information is also available on The Standard [portal](#)
- Paid Leave Oregon [website](#), including [comparison chart](#)
- [Fact Sheet](#) from Paid Leave Oregon





**Questions?**





# Thank you

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