

STAFF MEASURE SUMMARY

Senate Committee On Workforce

Fiscal: Has minimal fiscal impact

Revenue: No Revenue Impact

Action Date: 05/20/15

Action: Do Pass.

Meeting Dates: 05/06, 05/20

Vote:

Yeas: 4 - Dembrow, Gelser, Knopp, Rosenbaum

Nays: 1 - Thatcher

Prepared By: Matthew Germer, Committee Administrator

WHAT THE MEASURE DOES:

Requires continuation of group health insurance coverage for 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 subject to OFLA but not by FMLA
- Types of employees using OFLA leave after exhausting FMLA leave

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. The Oregon 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.