



## Open Government Impact Statement

81st Oregon Legislative Assembly  
2021 Regular Session

## Measure: HB 2474 - A

Only impacts on Original or Engrossed  
Versions are Considered Official

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### SUMMARY

Expands eligibility for protected leave under Oregon Family Leave Act to all employees of covered employer during public health emergency unless employee was employed for fewer than 30 days prior to commencing leave or worked average of less than 25 hours per week in 30 days prior to commencing leave.

Establishes eligibility to take leave for employees who separate from employment, are eligible at time of separation and are reemployed within 180 days of separation, or for employees who are eligible at beginning of temporary cessation of scheduled hours of 180 days or less and who return to work at end of cessation period. Allows for restoration of time worked by employee when employee returns to work after separation or temporary cessation period.

Includes closure of child care provider or school due to public health emergency as qualifying purpose for which leave may be taken. Allows employers to request verification for need for leave due to such closure.

Removes gendered language from provisions related to pregnancy.

## **NOTICE OF NO OPEN GOVERNMENT IMPACT**