

Secretary of State
STATEMENT OF NEED AND JUSTIFICATION
A Certificate and Order for Filing Temporary Administrative Rules
accompanies this form

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ARCHIVES DIVISION
SECRETARY OF STATE

Bureau of Labor and Industries
Agency and Division

839
Administrative Rules Chapter Number

Amending leave rules to conform with federal and state law and clarify key definitions.

Rule Caption (Not more than 15 words that reasonably identifies the subject matter of the agency's intended action.)

In the Matter of:

Amending leave rules to conform with federal and state law and clarify key definitions.

Statutory Authority:

ORS 659A.805; 659A.186

Other Authority:

none

Statutes Implemented:

ORS 659A.150-186; ORS 659A.270-.285

Need for the Temporary Rule(s):

There is an immediate need to clarify under what circumstances employees may take leave under the Oregon Family and Medical Leave Act and which family members they can take leave to care for. Proper compliance and enforcement of these statutory rights depends on clarity of definitions.

Documents Relied Upon, and where they are available:

none

Justification of Temporary Rule(s):

Recent questions and concerns from employers and employees have brought to BOLI's attention the need to make immediate clarifications of certain terms that are key to understanding and implementation of the statutes, to insure employer compliance and rights of employees.

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