

Secretary of State  
Certificate and Order for Filing  
**PERMANENT ADMINISTRATIVE RULES**

**FILED**  
6-24-15 10:00 PM  
ARCHIVES DIVISION  
SECRETARY OF STATE

I certify that the attached copies are true, full and correct copies of the PERMANENT Rule(s) adopted on Upon filing, by the Bureau of Labor and Industries 839  
Agency and Division Administrative Rules Chapter Number  
Marcia Ohlemiller (971) 673-0784  
Rules Coordinator Telephone  
800 NE Oregon St., Ste. 1045, Portland, OR 97232  
Address

To become effective Upon filing, Rulemaking Notice was published in the October 2014 Oregon Bulletin.

**RULE CAPTION**

Amendments to clarify, conform with authorities, correct citations; adoption to implement new statute.

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

**RULEMAKING ACTION**

Secure approval of new rule numbers with the Administrative Rules Unit prior to filing.

**ADOPT:**

**AMEND:**

839-009-0210, 839-009-0220, 839-009-0230, 839-009-0240, 839-009-0250, 839-009-0260, 839-009-0325, 839-009-0330, 839-009-0340, 839-009-0350, 839-009-0355, 839-009-0360, 839-009-0362, 839-009-0363, 839-009-0365, 839-009-0380, 839-009-0410, 839-009-0420, 839-009-0460

**REPEAL:**

839-009-0335

**RENUMBER:**

**AMEND AND RENUMBER:**

**Statutory Authority:**

ORS 659A.805, 659A.093, 651.061, 654.082

**Other Authority:**

**Statutes Implemented:**

ORS chapter 659A, 192.440(3), 192.501(8), 654.062, 345.010, 659.850, 408.230, 408.235, 653.060, 652.355

**RULE SUMMARY**

This permanent rule filing supersedes a permanent rule filing on 5/18/15 amending the same rules. The 5/18/15 filing had technical errors, invalidating the filing,

This permanent rule filing consists of amendments to rules to clarify, conform with authorities, correct citations. The purposes of the amendments are to clarify OFLA requirements for sick child leave, leave for the death of a family member, definition of child, employee discipline for failure to give notice of OFLA leave, clarifying OFLA provisions regarding employer payment of benefits, clarifying relationship between workers' compensation and OFLA with respect to employer relationship to employee, and other clarifications and edits based on current law.

This permanent rule filing reinstates the temporary rules <sup>was</sup> that ~~were~~ in effect from 11/20/14 to 5/15/15, which: ~~1) clarify that sick child leave applies only to children under the age of 18 or an adult dependent child limited by a physical or mental impairment; and 2) redefine "spouse" to include individuals in marriages recognized by any state's law or by a foreign jurisdiction, individuals in common law marriages and those in domestic partnerships or similar relationships recognized by any state.~~

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