



Oregon

Tina Kotek, Governor

Department of Administrative Services

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MEMORANDUM

To: Agency Human Resources Directors and Managers
From: Jessica Knieling, Chief Human Resources Officer
Date: September 26, 2025
Subject: Addendum A – Paid Leave Oregon 60.000.04

Bold and italicized text reflects revisions and additions to current policy language.

Amendment Purpose: ***As of September 26, 2025, the Executive Branch of state government modifies the Paid Leave Oregon policy due to new legislation passed (Senate Bill 69) in the 2025 legislative session.***

Policy Authority: ORS 657B.010 through ORS 657B.040; ORS 657B.060 through ORS 657B.080; ORS 657B.120; and ORS 657B.440; OAR 471-070-0001 through 471-070-8540

Applicability: All employees, where not in conflict with an applicable collective bargaining agreement.

Attachments: None

Policy Amendments

Effective September 26, 2025, Paid Leave Oregon 60.000.04 is amended as follows:

(8) The agency may request additional information from the employee to include:

- (a) The type of leave they are taking (medical, family, safe)
- (b) Why they need to take the leave (their covered life event)
- (c) When and for how long they expect to take leave (this may be an estimate)
- (d) ***Periodic updates on the employee's status and the intention to return to work during a period of medical leave for the employee's own serious health condition.***

(16) Reinstatement rights: An agency restores an employee who returns from taking Paid Leave Oregon to the position of employment held by the employee when the leave began, regardless of if it has been renamed or reclassified. If the position no longer exists, an agency must return the employee to a vacant or not permanently filled equivalent position within 50 miles of their workplace with equivalent pay, benefits and other terms and conditions of employment.

(a) The following exceptions apply:

- i. If an agency eliminates the employee's position through layoff, the agency treats the employee as if the employee had not taken Paid Leave Oregon, in the same manner as similarly situated employees, according to the agency's policy or applicable collective bargaining agreement.
- ii. An agency restores an unclassified, temporary, or limited duration employee to the extent the employee's placement, appointment or position still exists.
- iii. If an employee does not return from leave or is unable to perform an essential function of the position the employee held prior to the commencement of Paid Leave Oregon, with or without reasonable accommodation, the employer must follow applicable law, rule, policy, or collective bargaining agreement to determine appropriate action, which may, in some cases, include termination.

(b) Before restoring an employee to a position after a period of medical leave under Paid Leave Oregon, an agency may require the employee to provide a certification from the employee's health care provider verifying the employee is able to resume work.

Questions should be sent to CHRO.Policy@oregon.gov