

Overview:

The [Family Medical Leave Act \(FMLA\)](#), [Oregon Family Leave Act \(OFLA\)](#), and other state laws ([Oregon Victims of Certain Crimes Act \(OVCCA\)](#) and [Oregon Military Family Leave Act \(OMFLA\)](#)) provide eligible Oregon Tech employees unpaid protected leave for serious health conditions for themselves, covered family members, birth, new child bonding (adoption, foster care, parental), bereavement, military family leave (exigency and caregiver), domestic violence leave, and to care for a sick child.

Wage Replacement

The above leaves are considered unpaid leave. Employees are required to use their sick leave, vacation leave, personal leave (classified only), compensatory time (classified only), bereavement leave (classified only), and/or hardship leave (classified only), unless they are receiving payments for short or long term disability (employee's own illness).

Benefits While on Leave

Employer-paid medical benefits for benefit-eligible employees will remain active during the FMLA/OFLA period as long as the employee pays their share of monthly premiums. If an employee is not in a paid status, the University will continue to pay the employer portion of benefits and the employee will be billed for their share of the benefits cost.

Compliance:

Oregon Tech is obligated to ensure employees are provided protections under applicable leave laws. FMLA requires notice of eligibility, rights, and responsibilities be sent to an employee upon learning of FMLA-qualifying event. An employee cannot waive their right to FMLA/OFLA. Employees who do not qualify under FMLA and/or OFLA may have protections under the Americans with Disabilities Act (ADA).

Resources:

The Office of Human Resources (HR) is responsible for managing and administering employee leave in accordance with federal and state law. To assist employees and supervisors, HR has developed several useful and informative resources which can be found on our [website](#).

Additional information and resources can be found in the Department of Labor's [Employee Rights under the Family Medical Leave Act](#) and on the Bureau of Labor and Industries' [OFLA website](#).

For more information or questions regarding family and medical leaves at Oregon Tech, please contact the Office of Human Resources at 541-885-1028 or oithr@oit.edu.