



Change in FMLA and OFLA Leave Year Calculation Methods

June 30, 2023

Under the federal Family and Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA), eligible employees are entitled to up to 12-weeks, generally, of unpaid, job-protected leave for qualified family and medical reasons within a given one year period (leave year).

To better align the leave year calculation periods under FMLA, OFLA, and the upcoming Paid Leave Oregon program, currently set to begin September 3, 2023, the City of Eugene will be adjusting the method used to calculate the FMLA and OFLA leave years.

Effective September 3, 2023 (or if later, the date Paid Leave Oregon takes effect), the City of Eugene will change the OFLA and FMLA leave year calculation method from a rolling backward year to a rolling forward year.

Under these rolling forward years, the OFLA leave year will commence as of the date OFLA leave is first taken in a leave year, and the FMLA leave year will commence as of the date FMLA leave is first taken in a leave year.

Any employee currently using their FMLA/OFLA entitlement during the transition period will not be negatively impacted because of the change in calculation method.

This announcement fulfills the requirement to provide at least 60-days' notice of the change to all employees.

If you have any questions concerning this notice, contact the COEBenefitsLeaveTeam@ci.eugene.or.us.