

**Code: GCBDA/GDBDA**

**Adopted: July 2017**

**MITCH CHARTER SCHOOL**

**Oregon Family Medical Leave (OFLA) \***

(Applies to a public charter school employer with 25 or more eligible employees.)

MITCH Charter School will comply with all applicable provisions of the Oregon Family Leave Act (OFLA) of 1995, the Oregon Military Family Leave Act (OMFLA) of 2009, and other applicable provisions of Board policies regarding family medical leave. OFLA and OMFLA are applicable when an employer employs at least 25 individuals.

When OFLA and OMFLA apply to an employer, an eligible employee is an employee employed in the state of Oregon on the date OFLA leave begins. In order to be eligible under state law, an employee must work an average of 25 hours per week and have been employed at least 180 days prior to the first day of the family medical leave of absence. For parental leave purposes, however, an employee becomes eligible upon completing at least 180 days immediately preceding the date on which the parental leave begins. There is no minimum average number of hours worked per week when determining employee eligibility for parental leave.

The Executive Director will develop administrative regulations as necessary for the implementation of the provisions of state law at the time OFLA AND OMFLA are applicable to the employer.

**END OF POLICY**

Legal Reference(s):

ORS 659A.001

ORS 659A.082 to-096

ORS 659A.150 to-659A.186

OAR 839-009-0200 to -0320

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).