

FMLA/OFLA/PFML UPDATES:

Effective July 1, 2024:

Employees on or applying for leaves covered by OFLA should know there are changes to the Act, including major updates to how OFLA will interact with PFML. Significantly, the following leave reasons will no longer be covered under OFLA and must be covered under PFML instead:

- Birth, adoption, or foster placement.
- A family member's serious health condition.
- An employee's own serious health condition.

Also, effective July 1, 2024, Districts are required to use a period of 52 consecutive weeks beginning on the Sunday immediately preceding the date on which family leave commences for OFLA/PFML purposes. FMLA continues to measure the leave year using the 12-month period that begins on the date on which an employee begins a period of FMLA-covered leave.