

LEGAL UPDATE

OREGON

Oregon Leave Law Amendments Take Effect in September

Oregon has passed [Senate Bill \(SB\) 69](#), amending its family leave, paid family and medical leave, and paid sick leave laws, with the revisions going into effect Sept. 26, 2025. Key changes address leave to care for children, return-to-work certifications and qualified reasons for paid family and medical leave.

Oregon Family Leave

One of the purposes for which eligible employees may take unpaid, job-protected leave under the [Oregon Family Leave Act](#) is to care for their child who:

- Is suffering from an illness, injury or condition that requires home care; or
- Requires home care because their school or child care provider closed as a result of a public health emergency.

The bill limits this leave to the care of children who are under 18 or substantially limited by a physical or mental impairment. However, it also eliminates the requirement that employees provide advance notice of leave necessitated by school or child care closure unless the declaration of the public health emergency was issued by the governor at least 30 days before the leave began.

Paid Family and Medical Leave

SB 69 also amended the state [paid family and medical leave insurance](#) program, known as Paid Leave Oregon. Specifically, the amendments allow employers to require that employees on leave obtain a medical certification before returning to work. However, the requirement must be a uniformly applied practice or policy.

In addition, the bill excuses airline flight crews from the minimum hours-worked threshold for Paid Leave Oregon if the employee is subject to and satisfies the hours-of-service requirement for these workers contained in the federal Family and Medical Leave Act regulations.

Paid Sick Leave

The bill amended Oregon's [paid sick leave law](#) by adding the qualified reasons for taking Paid Leave Oregon to the permitted reasons for taking paid sick leave.

Provided to you by **Employco USA, Inc.**

Highlights

Unpaid Family Leave

The amendments limit child care leave to caring for minor or impaired children. Advance notice requirements for the leave are also limited.

Paid Leave Oregon

Workers returning from leave may be required to obtain medical certifications to return to work.

Paid Sick Leave

Qualified reasons for leave include all qualified reasons under Paid Leave Oregon.

Leave to care for a child is limited to caring for minor or impaired children.