



Oregon

Tina Kotek, Governor

Department of Administrative Services

Chief Human Resources Office

155 Cottage Street NE

Salem, OR 97301

FAX: 503-378-6879

MEMORANDUM

To: Agency Human Resources Directors and Managers
From: Jessica Knieling, Chief Human Resources Officer
Date: September 26, 2025
Subject: Addendum A – Sick Leave with Pay 60.000.01

Bold and italicized text reflects revisions and additions to current policy language.

Amendment Purpose: ***As of September 26, 2025, the Executive Branch of state government modifies the Sick Leave with Pay policy due to new legislation (Senate Bill 69 and Senate Bill 1108) passed in the 2025 legislative session.***

Policy Authority: ORS; 236.610; 240.145(3); 240.551; 326.113, 328.350, 659A.150 through 659A.186; 659A.272, 653.601 through 653.661; OAR 839-007-0000 through 839-007-0120

Applicability: All employees when not in conflict with an applicable collective bargaining agreement.

Attachments: None

Policy Amendments

Effective September 26, 2025, Sick Leave with Pay 60.000.01 is amended as follows:

- (a) Eligible employees may use paid sick leave for any of the following:
 - (A) For an employee's mental or physical illness, injury or health condition; need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition; or need for preventive medical care.
 - (B) For care of a family member with a mental or physical illness, injury or health condition; care of a family member who needs medical diagnosis, treatment of a mental or physical illness, injury or health condition; or preventive medical care.

- (C) For purposes under Family and Medical Leave Act of 1993. Refer to State HR Policy 60.000.15, Federal Family and Medical Leave.
- (D) For purposes specified in ORS 659A.159. Refer to State HR Policy 60.000.03, Oregon Family Leave Act.
- (E) For purposes specified in ORS 657B.020. Refer to State HR Policy 60.000.04, Paid Leave Oregon.**
- (F) For purposes specified in ORS 659A.272. Refer to State HR Policy 60.000.12, Statutorily Required Leaves with and without Pay.
- (G) For emergency repair of personal assistive devices medically necessary for the employee to perform assigned duties.
- (H) Dental care.
- (I) For the employee to donate blood in connection with a voluntary program for the donation of blood approved or accredited by the American Association of Blood Banks or the American Red Cross.**
- (J) In the event of a public health emergency, as described in ORS 653.616(6).
- (K) During an emergency evacuation order of level 2 (SET) or level 3 (GO) issued by a public official with the authority to do so, if the affected area subject to the order includes either the location of the employer's place of business or the employee's home address.
- (L) When a determination is made by a public official with the authority to do so that the air quality index or heat index are at a level where continued exposure to such levels would jeopardize the health of the employee.
- (M) Note that **(K J)** and **(L K)** do not apply to employees who are first responders.

Questions should be sent to CHRO.Policy@oregon.gov