

## **IMPORTANT PLEASE READ!**

### FMLA & OFLA Leave

Federal Family and Medical Leave Act (FMLA) and Oregon Family Leave Act (OFLA) are laws that protect your employment status while time is taken for maternity/paternity or to care for a family member. FMLA provides 12 weeks of protected leave with benefits after 12 months of employment. OFLA provides 12 weeks of protected leave after 6 months of employment, however benefits are only covered until paid accruals are exhausted.

Beginning 2004-2005 house officers accrue 3 weeks of sick time for each year of employment at OHSU. Prior to 2004-2005 sick time was accrued at a rate of 2 weeks per year. House officers will also receive 3 weeks of vacation for each year. Sick time rolls over at the end of each year unlike vacation time that must be used up before the end of the academic year. If either FMLA or OFLA is taken sick time must be used before vacation. Time taken without pay is also an option.

After the birth or adoption of a child please be sure to fill out a Medical/Dental update form to add your child to your insurance plan. **You have 31 days from the birth or adoption** to complete this form otherwise you have to wait until the next open enrollment period (every October with an effective date of January 1<sup>st</sup>) to make changes to your benefits. Forms are available from GME or on the Ozone at [http://ozone.ohsu.edu/hr/docs/medical\\_dental\\_update\\_form.pdf](http://ozone.ohsu.edu/hr/docs/medical_dental_update_form.pdf)

#### Birth credit

OHSU GME residents and fellows who deliver their newborns here at OHSU are eligible to receive a \$450 credit. To receive this credit, please contact Debra Tomsen directly at [tomsend@ohsu.edu](mailto:tomsend@ohsu.edu) or 494-5521.

Please feel free to contact Jayne Pelling in GME at 494-8652 or [pellingj@ohsu.edu](mailto:pellingj@ohsu.edu)