



# MEDICAL ISSUES IN THE WORKPLACE

From the Ordinary to the Challenging



# Roadmap

Types of Medical Leave  
Issues

Identifying Medical Leave  
issues

Working Through Medical  
Issues

Confidentiality

# Why Are We Here?



Health/Medical Issues Can  
be Overwhelming

Too much information? Not  
enough?



Being Proactive



Understanding Different Routes/Paths

# Types of Medical Leave

Sick Leave

OFLA/FMLA

Americans with  
Disability Act  
(ADA)

Workers  
Compensation

Leave of  
Absence



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10 or more employees (6 in Portland Area)

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1 hour of protected time for every 30 hours worked (up to 40 hours)

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Look at employer policy for direction

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Least complicated form of Medical Leave

Sick Leave



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25 or more employees;

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Up to 12 weeks total, per year

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Look at employer policy for direction/certification of condition

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Reserved for certain, specific types of medical issues

OFLA/FMLA





- **Parental leave** (either parent can take time off for the birth, adoption, or foster placement of a child). \*If you use all 12 weeks on this, you can take up to 12 more weeks for sick child leave.
- **Serious health condition** (your own, or to care for a spouse, parent, parent-in-law, or child)
- **Pregnancy disability leave** (before or after birth of child or for prenatal care). \*You can take up to 12 weeks of this in addition to 12 weeks for any reason listed here.
- **Sick child leave** (for your child with an illness or injury that requires home care but is not serious)
  - You can also take OFLA protected time if your child's school or childcare provider is closed due to a statewide public health emergency, such as the COVID-19 pandemic school closures.
- **Military family leave** (up to 14 days if your spouse is a service member who has been called to active duty or is on leave from active duty)
- **Bereavement leave** (up to 2 weeks of leave after the death of a family member)

# OFLA/FMLA







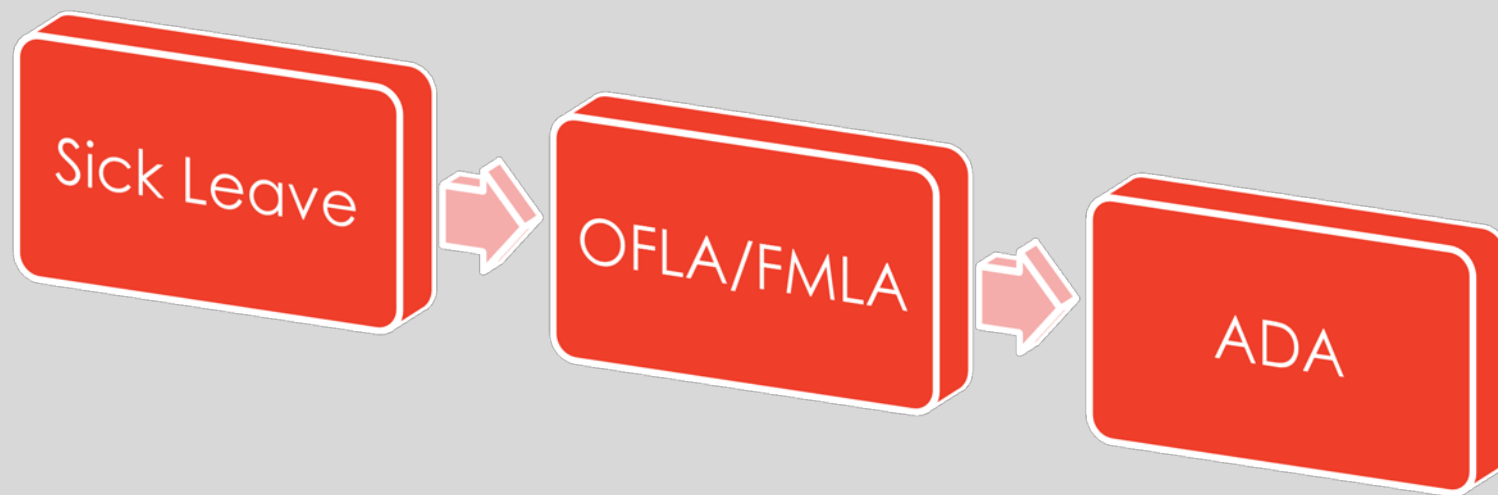
# Other Leave Types

## **Workers Compensation**

- Technically, not “leave” in the traditional sense
- Controlled by claims process
- Can trigger leave issues upon return to work
- Stay on top of WC issues

## **Leaves of Absence**

- Can be granted on a case-by-case basis
- Not mandatory
- Employer Policy
- Can be problematic, but very beneficial
- Use caution!



# Confidentiality

- Medical Information Received by the Employer is confidential
- When in doubt, treat it as confidential
- Medical Issues/Medical Leave can be challenging—but we are careful who you share with.
- Separate folder in Employee Personnel File
- Only share information that people MUST have.