



BP 7345 Catastrophic Leave Program

References:

ORS 653.616(5)

Catastrophic Leave is a form of leave provided to employees who experience or are caring for someone experiencing a serious health condition that requires extended time away from work. This leave is intended to support employees during extraordinary circumstances that exceed the scope of standard leave entitlements.

Leave Programs:

- **Family and Medical Leave Act (FMLA):** Provides job-protected leave for eligible employees to address serious health conditions affecting themselves or immediate family members.
- **Oregon Family Leave Act (OFLA):** Offers protected leave for eligible employees for specific family and medical reasons, including caring for a sick child or bereavement.
- **Paid Leave Oregon (PLO):** Provides paid leave for eligible employees for family, medical, or safe leave purposes. PLO and OFLA leaves no longer run concurrently.

Policy Guidelines:

- Employees must submit a formal request for Catastrophic Leave, accompanied by appropriate medical documentation verifying the severity and expected duration of the condition.
- The amount of Catastrophic Leave granted will be determined based on the individual circumstances, available leave balances, and in accordance with applicable laws and organizational policies.
- Employees on approved Catastrophic Leave will have their job protected. Health benefits will continue during the leave period, with employees responsible for their portion of premium payments.
- Employees may supplement Paid Leave Oregon benefits with accrued paid leave (e.g., sick leave, vacation) to achieve full wage replacement during approved leave periods. However, the combined total of Paid Leave Oregon benefits and



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employer-provided paid leave shall not exceed 100% of the employee's regular weekly wage

- Employees that require sick leave for five (5) consecutive days or more must apply for Catastrophic Leave.

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