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for Asante Employees

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Most Asante Employees Unaffected by New Sick Leave Law

Oregon made headlines earlier this year when legislators made it the fourth U.S. state to adopt a mandatory sick leave policy. The new law will significantly impact many employers when it goes into effect Jan. 1, especially those that don't currently offer sick leave provisions.



But at Asante – which already provides sick leave to full- and part-time employees – the effects are expected to be minor. Only Asante's "Code 3" employees – those who work on an on-call basis or as "short hour" fill-ins for regular employees who are on vacations, holidays or leaves – will be affected by the new law.

The Code 3 employees will begin accruing a new category of sick leave – Oregon Paid Time Off (OPTO) – when the law takes effect Jan. 1. All other Asante employees are already covered by one or another of the organization's existing sick, vacation and holiday time off plans:

Earned Time Off (ETO), Paid Time Off (PTO) and Authorized Time Off (ATO).

Asante's OPTO policy is expected to become available on the organization's [Policies and Procedures webpage](#) later this month.

Code 3 employees covered by Asante's OPTO policy will accrue one hour of leave for every 30 hours worked, to a maximum of 40 hours per year. The OPTO hours can be carried over from one year to the next until a maximum of 80 hours is reached in an employee's OPTO bank. The hours may be used as sick leave for the employee, a child or another family member.

Oregon's sick leave law is one of several similar measures passed in Oregon and around the country in recent years. Portland and Eugene have each adopted their own sick leave provisions, and President Obama signed an executive order this fall requiring all companies doing business with the U.S. government to have sick leave policies.

While the Oregon law goes into effect Jan. 1, the state's Bureau of Labor and Industries – the agency that will enforce the law – has already announced there will be a six-month "easing-in" period to bring all employers into compliance.

Contact Asante's [employee relations team](#) for more information about the OPTO policy.

Asante News is published every Tuesday. Deadline for submission of articles is every Friday. Send via e-mail to asantenews@asante.org.
Question or suggestions: Call Communications and Marketing at (541) 789-3510 or extension 13510.