

CIS Conference – HR 101 Academy

HR Puzzle –Afternoon Exercise

Place the letter to the left of the definition that matches the correct term.

Definition				Term
Cannot exceed 18 weeks per benefit year	A			Oregon Workplace Fairness Act
Leave that is usually 12 weeks, but more for some military related leaves	B			Bereavement Leave
Do not ask this of a job applicant	C			Reasonable accommodation
No childcare coverage	D			OFLA
An employee accrues one hour for every 30 hours worked	E			Not a protected reason for OFLA Sick child leave
Law effective January 2020 that applies to all Oregon employers regardless of the number of employees employed	F			What is your current salary?
Protected class	G			Paid Family Leave
2 weeks of protected leave	H			Oregon Sick Leave
Leave that covers Grandparents	I			Accommodations for pregnant employees
Assistance or changes that enable an employee to do their job despite having a disability	J			FMLA
Law effective January 2020 that applies to employers with 6 or more employees	K			Age