

HB 3031 STAFF MEASURE SUMMARY

House Committee On Business and Labor

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Sub-Referral To: House Committee On Revenue

Meeting Dates: 3/25

WHAT THE MEASURE DOES:

Creates insurance program to provide employee with portion of wages while on family and medical leave or military family leave. Applies to all employers regardless of size. Allows self-employed individuals and tribal government employers to opt into program starting in 2023. Directs Department of Consumer and Business Services to administer the program, which includes setting contribution and benefit rates and collecting payroll contributions. Caps employee contribution at 0.5 percent of employee's wages. Caps weekly benefit amount at 130 percent of statewide average weekly wage. Requires employee and employer to make equal contributions to the insurance fund. Allows up to 12 weeks of family and medical leave per year with additional 12 weeks for parental leave and additional 6 weeks for leave related to pregnancy or childbirth. Eligible employee must have received at least \$300 wages in base year and must have contributed to the fund. Provides that benefits are portable if employee changes jobs as long as employer is within Oregon. Provides job protection to employee returning from family and medical leave as long as employee has worked at least 90 days. Defines family member in broader terms than used in Oregon Family Leave Act (OFLA). Establishes civil penalties for employer who fails to make contributions. Provides employee with private right of action or ability to file complaint with Bureau of Labor and Industries. Extends Oregon family leave law (OFLA) protections to employee who worked for employer at least 90 days, a reduction from current 180 days. Requires contributions to begin January 1, 2021, and eligibility for benefit payments to begin January 1, 2023.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND: