



Open Government Impact Statement

80th Oregon Legislative Assembly
2019 Regular Session

Measure: HB 2005

Only impacts on Original or Engrossed
Versions are Considered Official

Prepared by: Cameron D. Miles
Date: 4/2/2019

SUMMARY

Creates family and medical leave insurance program to provide employee who is eligible for coverage with portion of wages while employee is on family leave or medical leave. Requires employer and employee contributions to fund program.

Allows self-employed individuals and tribal government employers to elect family and medical leave insurance coverage. Directs Director of Employment Department to determine contribution amounts and weekly benefit amounts for self-employed individuals and tribal government employers that elect coverage.

Protects eligible employee's position of employment with employer while employee is on leave if employee has been employed with employer for 90 days before commencing leave. Prohibits employer from retaliating against employee who invokes program and from interfering with employee rights under program. Establishes right for civil action for certain employer violations.

Allows Employment Department to award grant to employers that employ fewer than 25 employees to defray hiring and wage-related costs incurred as result of employee taking family leave or medical leave.

Establishes Paid Family and Medical Leave Insurance Fund and continuously appropriates moneys in fund to Employment Department for purposes of Act.

Permits Director of Employment Department to contract with third party to serve as administrator of program.

Becomes operative on January 1, 2021. Provides that provisions relating to leave, payment of benefits and elective coverage for self-employed individuals and tribal governments become operative on January 1, 2022.

Takes effect on 91st day following adjournment sine die.

NOTICE OF NO OPEN GOVERNMENT IMPACT