

Requested by Senator COURTNEY

**PROPOSED AMENDMENTS TO  
HOUSE BILL 2005**

1 On page 1 of the printed bill, line 2, after “ORS” delete the rest of the  
2 line and insert “410.619, 657.100, 657.471, 659A.162 and”.

3 Delete lines 6 through 19 and delete pages 2 through 15 and insert:

4 **“SECTION 1. Legislative Findings. The Legislative Assembly finds  
5 that:**

6 **“(1) Employees experience a variety of caregiving obligations that  
7 interfere with work time.**

8 **“(2) It is in the public interest to create a family and medical leave  
9 insurance program to provide to employees and certain other individ-  
10 uals compensated time off from work to care for and bond with a child  
11 during the first year after the child’s birth or arrival through adoption  
12 or foster care, to provide care for a family member who has a serious  
13 health condition or to recover from an employee’s or an individual’s  
14 own serious health condition.**

15 **“SECTION 2. Definitions. As used in sections 1 to 51 of this 2019  
16 Act:**

17 **“(1) ‘Alternate base year’ means the last four completed calendar  
18 quarters preceding the benefit year.**

19 **“(2) ‘Average weekly wage’ means the amount calculated by the  
20 Employment Department as the state average weekly covered wage  
21 under ORS 657.150 (4)(d) as determined not more than once per year.**

1       **“(3) ‘Base year’ means the first four of the last five completed cal-**  
2 **endar quarters preceding the benefit year.**

3       **“(4) ‘Benefits’ means family and medical leave insurance benefits.**

4       **“(5) ‘Benefit year’ means the 12-month period beginning on the first**  
5 **day on which a covered individual’s period of family leave, medical**  
6 **leave or safe leave commences.**

7       **“(6) ‘Child’ means:**

8       **“(a) A biological child, adopted child, stepchild or foster child of a**  
9 **covered individual or of the covered individual’s spouse or domestic**  
10 **partner;**

11       **“(b) A person who is or was a legal ward of a covered individual or**  
12 **of the covered individual’s spouse or domestic partner; or**

13       **“(c) A person who is or was in a relationship of in loco parentis with**  
14 **a covered individual or with the covered individual’s spouse or do-**  
15 **mestic partner.**

16       **“(7) ‘Contribution’ or ‘contributions’ means the money payments**  
17 **made by any of the following under section 16 of this 2019 Act:**

18       **“(a) An employer;**

19       **“(b) An eligible employee;**

20       **“(c) A self-employed individual;**

21       **“(d) A tribal government; or**

22       **“(e) An employee of a tribal government.**

23       **“(8) ‘Covered individual’ means any one of the following who qual-**  
24 **ifies to receive family and medical leave insurance benefits:**

25       **“(a) An eligible employee;**

26       **“(b) A self-employed individual; or**

27       **“(c) An employee of a tribal government.**

28       **“(9) ‘Domestic partner’ means an adult who is in a committed re-**  
29 **lationship with a covered individual.**

30       **“(10) ‘Eligible employee’ means:**

1       “(a)(A) An employee who has earned at least \$1,000 in wages during  
2 the base year; or

3       “(B) If an employee has not earned at least \$1000 in wages during  
4 the base year, an employee who has earned at least \$1000 in wages  
5 during the alternate base year; and

6       “(b) Who may apply for paid family and medical leave insurance  
7 benefits under section 3 of this 2019 Act.

8       “(11) ‘Eligible employee’s average weekly wage’ means an amount  
9 calculated by the Director of the Employment Department by dividing  
10 the total wages, not to exceed \$132,900, earned by an eligible employee  
11 during the base year by the number of weeks in the base year.

12       “(12)(a) ‘Employee’ means:

13       “(A) An individual employed for remuneration or under any con-  
14 tract of hire, written or oral, express or implied, by an employer.

15       “(B) A home care worker as defined in ORS 410.600.

16       “(b) ‘Employee’ does not include:

17       “(A) An independent contractor as defined in ORS 670.600.

18       “(B) A participant in a work training program administered under  
19 a state or federal assistance program.

20       “(C) A participant in a work-study program that provides students  
21 in secondary or postsecondary educational institutions with employ-  
22 ment opportunities for financial assistance or vocational training.

23       “(D) A railroad worker exempted under the federal Railroad Un-  
24 employment Insurance Act.

25       “(E) A volunteer.

26       “(13)(a) ‘Employer’ means any person that employs one or more  
27 employees working anywhere in this state or any agent or employee  
28 of a person to whom the duties of the person under sections 1 to 51  
29 of this 2019 Act have been delegated.

30       “(b) ‘Employer’ includes:

1       **“(A) A political subdivision of this state or any county, city, dis-**  
2 **trict, authority or public corporation, or any instrumentality of a**  
3 **county, city, district, authority or public corporation, organized and**  
4 **existing under law or charter;**

5       **“(B) An individual;**

6       **“(C) Any type of organization, corporation, partnership, limited li-**  
7 **ability company, association, trust, estate, joint stock company or in-**  
8 **surance company;**

9       **“(D) Any successor in interest to an entity described in subpara-**  
10 **graph (C) of this paragraph;**

11       **“(E) A trustee, trustee in bankruptcy or receiver; or**

12       **“(F) A trustee or legal representative of a deceased person.**

13       **“(c) ‘Employer’ does not include the federal government or a tribal**  
14 **government.**

15       **“(14) ‘Employment agency’ has the meaning given that term in ORS**  
16 **658.005.**

17       **“(15) ‘Family and medical leave insurance benefits’ means the wage**  
18 **replacement benefits that are available to a covered individual under**  
19 **section 7 of this 2019 Act or under the terms of an employer plan ap-**  
20 **proved under section 43 of this 2019 Act, for family leave, medical leave**  
21 **or safe leave.**

22       **“(16)(a) ‘Family leave’ means leave from work taken by a covered**  
23 **individual:**

24       **“(A) To care for and bond with a child during the first year after**  
25 **the child’s birth or during the first year after the placement of the**  
26 **child through foster care or adoption; or**

27       **“(B) To care for a family member with a serious health condition.**

28       **“(b) ‘Family leave’ does not mean:**

29       **“(A) Leave described in ORS 659A.159 (1)(d);**

30       **“(B) Leave described in ORS 659A.159 (1)(e); or**

1       **“(C) Leave authorized under ORS 659A.093.**

2       **“(17) ‘Family member’ means:**

3       **“(a) The spouse of a covered individual;**

4       **“(b) A child of a covered individual or the child’s spouse or domestic**  
5 **partner;**

6       **“(c) A parent of a covered individual or the parent’s spouse or do-**  
7 **mestic partner;**

8       **“(d) A sibling or stepsibling of a covered individual or the sibling’s**  
9 **or stepsibling’s spouse or domestic partner;**

10       **“(e) A grandparent of a covered individual or the grandparent’s**  
11 **spouse or domestic partner;**

12       **“(f) A grandchild of a covered individual or the grandchild’s spouse**  
13 **or domestic partner;**

14       **“(g) The domestic partner of a covered individual; or**

15       **“(h) Any individual related by blood or affinity whose close associ-**  
16 **ation with a covered individual is the equivalent of a family relation-**  
17 **ship.**

18       **“(18) ‘Medical leave’ means leave from work taken by a covered**  
19 **individual that is made necessary by the individual’s own serious**  
20 **health condition.**

21       **“(19) ‘Parent’ means:**

22       **“(a) A biological parent, adoptive parent, stepparent or foster par-**  
23 **ent of a covered individual;**

24       **“(b) A person who was a foster parent of a covered individual when**  
25 **the covered individual was a minor;**

26       **“(c) A person designated as the legal guardian of a covered indi-**  
27 **vidual at the time the covered individual was a minor or required a**  
28 **legal guardian;**

29       **“(d) A person with whom a covered individual was or is in a re-**  
30 **lationship of in loco parentis; or**



1       **“(2) A self-employed individual who:**

2       **“(a) Elects coverage under section 41 of this 2019 Act; and**

3       **“(b) During the base year, contributes to the Paid Family and**  
4 **Medical Leave Insurance Fund established under section 39 of this 2019**  
5 **Act an amount determined by the Director of the Employment De-**  
6 **partment under section 16 of this 2019 Act; or**

7       **“(3) An employee of a tribal government, if:**

8       **“(a) The tribal government elects coverage for its employees under**  
9 **section 41 of this 2019 Act; and**

10       **“(b) During the base year, the employee and tribal government**  
11 **contribute to the Paid Family and Medical Leave Insurance Fund es-**  
12 **tablished under section 39 of this 2019 Act an amount determined by**  
13 **the director under section 16 of this 2019 Act.**

14       **“SECTION 4. Duration of benefits. (1) A covered individual may**  
15 **qualify for up to 12 weeks of family and medical leave insurance ben-**  
16 **efits per benefit year for leave taken for any of the following purposes,**  
17 **in any combination:**

18       **“(a) Family leave;**

19       **“(b) Medical leave; or**

20       **“(c) Safe leave.**

21       **“(2)(a) This subsection applies to a covered individual who has**  
22 **taken any amount of paid leave available under subsection (1) of this**  
23 **section in a benefit year.**

24       **“(b) Notwithstanding ORS 659A.162 and section 5 of this 2019 Act,**  
25 **in addition to the paid leave, the covered individual may not take more**  
26 **than four weeks in the benefit year of unpaid leave under ORS 659A.159**  
27 **for which the covered individual is eligible under ORS 659A.156.**

28       **“(3) Except as provided in subsection (4) of this section, when**  
29 **combined, the total amount of leave that a covered individual may**  
30 **take under subsections (1) and (2) of this section may not exceed 16**

1 weeks per benefit year.

2 “(4)(a) In addition to the leave available under subsections (1) and  
3 (2) of this section, a covered individual may qualify for up to two ad-  
4 ditional weeks of benefits for limitations related to pregnancy,  
5 childbirth or a related medical condition, including but not limited to  
6 lactation.

7 “(b) The total amount of leave that covered individual may take  
8 under this subsection may not exceed 18 weeks per benefit year.

9 “SECTION 5. Coordination of leave. Any family leave or medical  
10 leave taken under sections 1 to 51 of this 2019 Act must be taken  
11 concurrently with any leave taken by an eligible employee under ORS  
12 659A.150 to 659A.186 or under the federal Family and Medical Leave  
13 Act of 1993 (P.L. 103-3) for the same purposes.

14 “SECTION 6. Other benefits; use of paid leave. (1) Family and  
15 medical leave insurance benefits are in addition to any paid sick time  
16 under ORS 653.606, vacation leave or other paid leave earned by an  
17 employee.

18 “(2) An employee may use paid sick time, vacation leave or any  
19 other paid leave earned by the employee in lieu of or in addition to  
20 receiving paid family and medical leave insurance benefits to replace  
21 an employee’s wages up to 100 percent of the eligible employee’s av-  
22 erage weekly wage during a period of leave taken for family leave,  
23 medical leave or safe leave.

24 “(3) In any week in which an employee is eligible to receive  
25 workers’ compensation or unemployment benefits under ORS chapter  
26 656 or 657, the employee is disqualified from receiving family or med-  
27 ical leave insurance benefits.

28 “SECTION 7. Amount of benefits. (1) The Director of the Employ-  
29 ment Department shall set the weekly benefit amount of family and  
30 medical leave insurance benefits that a covered individual qualifies for



1 as follows:

2 “(a) If the eligible employee’s average weekly wage is less than 65  
3 percent of the average weekly wage, the employee’s weekly benefit  
4 amount shall be 100 percent of the employee’s average weekly wage.

5 “(b) If the eligible employee’s average weekly wage is greater than  
6 65 percent of the average weekly wage, the employee’s weekly benefit  
7 amount is the sum of:

8 “(A) 65 percent of the average weekly wage; and

9 “(B) 50 percent of the employee’s average weekly wage that is  
10 greater than 65 percent of the average weekly wage.

11 “(2) Notwithstanding subsection (1) of this section, the director  
12 shall establish:

13 “(a) A maximum weekly benefit amount of 120 percent of the aver-  
14 age weekly wage.

15 “(b) A minimum weekly benefit amount of five percent of the av-  
16 erage weekly wage.

17 “(3) The director shall determine, based on the contribution  
18 amounts made by a self-employed individual, a tribal government or  
19 the employees of a tribal government under section 16 of this 2019 Act,  
20 the amount of benefits payable to a self-employed individual or to an  
21 employee of a tribal government.

22 “(4) Benefits are payable only to the extent that moneys are avail-  
23 able in the Paid Family and Medical Leave Insurance Fund for that  
24 purpose. The state, any political subdivision of the state and any state  
25 agency are not liable for any amount in excess of this limit.

26 **“SECTION 8. Notice to employees.** (1) An employer shall provide  
27 written notice to each employee of the duties and rights of an eligible  
28 employee under sections 1 to 51 of this 2019 Act in accordance with  
29 rules adopted by the Director of the Employment Department. At a  
30 minimum, the notice must advise the employee of the following:

1       **“(a) The right of an eligible employee to claim and receive family**  
2 **and medical leave insurance benefits under sections 1 to 51 of this 2019**  
3 **Act;**

4       **“(b) The procedure for filing a claim for benefits under section 12**  
5 **of this 2019 Act;**

6       **“(c) That an eligible employee is disqualified from receiving benefits**  
7 **for leave taken for the same purpose for which the employee concur-**  
8 **rently uses any paid leave provided by the employer, including paid**  
9 **sick time under ORS 653.606 or vacation leave;**

10       **“(d) That an eligible employee must provide notice to an employer**  
11 **before the employee commences leave, as required under section 9 of**  
12 **this 2019 Act, and a description of the penalties for failure to comply**  
13 **with the notice requirements;**

14       **“(e) The right of an eligible employee to job protection and benefits**  
15 **continuation under section 10 of this 2019 Act;**

16       **“(f) The right of an eligible employee to appeal a decision or deter-**  
17 **mination made by the director under section 31 of this 2019 Act;**

18       **“(g) That discrimination and retaliatory personnel actions against**  
19 **an employee for inquiring about the family and medical leave insur-**  
20 **ance program established under section 33 of this 2019 Act, giving no-**  
21 **tification of leave under the program, taking leave under the program**  
22 **or claiming family and medical leave insurance benefits are prohibited;**

23       **“(h) The right of an eligible employee to bring a civil action or to**  
24 **file a complaint for violation of section 10 or 11 of this 2019 Act; and**

25       **“(i) That any health information related to family leave, medical**  
26 **leave or safe leave provided to an employer by an employee is confi-**  
27 **dential and may not be released without the permission of the em-**  
28 **ployee unless state or federal law or a court order permits or requires**  
29 **disclosure.**

30       **“(2) A notice provided to an employee under this section must be**

1 in the language the employer typically uses to communicate with the  
2 employee.

3 “(3) The director shall make available to employers a model notice  
4 that meets the requirements of this section.

5 “SECTION 9. Notice to employers. (1) Except as provided in sub-  
6 section (2) of this section, an employer may require an eligible em-  
7 ployee to give the employer written notice at least 30 days before  
8 commencing a period of family leave, medical leave or safe leave. The  
9 employer may require the employee to include in the notice an expla-  
10 nation of the need for the leave.

11 “(2) An eligible employee may commence leave without 30 days’  
12 advance notice if the leave is not foreseeable, as in circumstances in-  
13 cluding but not limited to:

14 “(a) An unexpected serious health condition of the employee or a  
15 family member of the employee;

16 “(b) A premature birth, unexpected adoption or unexpected foster  
17 placement by or with the employee; or

18 “(c) Safe leave.

19 “(3) Except as provided in subsection (5) of this section, if an eligi-  
20 ble employee commences leave without prior notice under subsection  
21 (2) of this section, the employee must give oral notice to the employer  
22 within 24 hours of the commencement of the leave and must provide  
23 the written notice required by subsection (1) of this section within  
24 three days after the commencement of leave. The oral notice required  
25 by this subsection may be given by any other person on behalf of the  
26 employee taking leave.

27 “(4)(a) If an employee fails to give notice as required under sub-  
28 sections (2) and (3) of this section, the Director of the Employment  
29 Department may reduce the first weekly benefit amount payable to the  
30 employee under section 12 of this 2019 Act by 25 percent.

1       “(b) An employer shall notify the director of the employee’s failure  
2 to provide the required notice, in the manner prescribed by the direc-  
3 tor by rule.

4       “(5) An eligible employee who takes safe leave shall give the em-  
5 ployer reasonable advance notice of the individual’s intention to take  
6 safe leave, unless giving the advance notice is not feasible.

7       “SECTION 10. Employment protection; retaliation prohibited.

8       “(1)(a) Except as provided in paragraph (b) of this subsection, after  
9 returning to work after a period of family leave, medical leave or safe  
10 leave, an eligible employee is entitled to be restored to the position of  
11 employment held by the employee when the leave commenced, if that  
12 position still exists, without regard to whether the employer filled the  
13 position with a replacement worker during the period of leave. If the  
14 position held by the employee at the time leave commenced no longer  
15 exists, the employee is entitled to be restored to any available equiv-  
16 alent position with equivalent employment benefits, pay and other  
17 terms and conditions of employment.

18       “(b) For employers that employ fewer than 25 employees, if the po-  
19 sition held by an eligible employee when the employee’s leave com-  
20 menced no longer exists, an employer may, at the employer’s  
21 discretion based on business necessity, restore the eligible employee  
22 to a different position with similar job duties and with the same em-  
23 ployment benefits and pay.

24       “(2) During a period in which an eligible employee takes leave de-  
25 scribed under subsection (1) of this section, the employer shall main-  
26 tain any health care benefits the employee had prior to taking such  
27 leave for the duration of the leave, as if the employee had continued  
28 in employment continuously during the period of leave.

29       “(3) An eligible employee who has taken leave described under  
30 subsection (1) of this section does not lose any employment benefits,

1 including seniority or pension rights, accrued before the date on which  
2 the leave commenced.

3 “(4) It is an unlawful employment practice to discriminate against  
4 an eligible employee who has invoked any provision of sections 1 to  
5 51 of this 2019 Act.

6 “(5) Nothing in this section entitles an eligible employee to accrue  
7 employment benefits during a period of leave or to a right, benefit or  
8 position of employment other than a right, benefit or position to which  
9 the employee would have been entitled had the employee not taken  
10 leave.

11 “(6)(a) Nothing in this section requires an employer to retain a  
12 temporary worker who was hired to replace an eligible employee tak-  
13 ing family leave, medical leave or safe leave after the eligible employee  
14 has returned to work.

15 “(b) A civil action may not be brought against an employer for  
16 taking any of the following actions necessary to restore an eligible  
17 employee to the position of employment held by the employee as re-  
18 quired under subsection (1) of this section:

19 “(A) Terminating the employment of a worker who was hired solely  
20 to temporarily replace an eligible employee during a period of leave;  
21 or

22 “(B) Removing an employee from a position to which the employee  
23 was transferred to temporarily replace an eligible employee while the  
24 eligible employee was on leave, and returning the employee to the  
25 position originally held by the employee prior to the transfer at the  
26 salary or rate of pay and benefits associated with the position.

27 “(c) An employer shall, either at the time of hire or before reas-  
28 signment, inform a temporary worker or an employee who is reas-  
29 signed to a position to temporarily replace an eligible employee during  
30 a period of leave of the information provided under this subsection.

1       “(7) The protections provided under this section apply only to an  
2 eligible employee who was employed by the employer for at least 90  
3 days before taking leave described under subsection (1) of this section.

4       “SECTION 11. Denying leave; discrimination and retaliation pro-  
5 hibited. (1) It is an unlawful employment practice for an employer to:

6       “(a) Violate section 10 of this 2019 Act.

7       “(b) Deny leave or interfere with any other right to which an eligi-  
8 ble employee is entitled under sections 1 to 51 of this 2019 Act.

9       “(c) Retaliate or in any way discriminate against an employee with  
10 respect to hire or tenure or any other term or condition of employ-  
11 ment because the employee has inquired about the provisions of  
12 sections 1 to 51 of this 2019 Act.

13       “(2) An employee who alleges a violation of this section may bring  
14 a civil action under ORS 659A.885 or may file a complaint with the  
15 Commissioner of the Bureau of Labor and Industries in the manner  
16 provided by ORS 659A.820.

17  
18                                   “CLAIMS ADMINISTRATION  
19

20       “SECTION 12. Claim for benefits. (1) Family and medical leave in-  
21 surance benefits are not payable to a covered individual until:

22       “(a) The individual submits a claim to the Director of the Employ-  
23 ment Department in the manner determined by the director by rule;  
24 and

25       “(b) The director has made a decision to allow or deny the claim  
26 under section 13 of this 2019 Act.

27       “(2) If the director has made a decision to allow the claim, the di-  
28 rector shall make a reasonable effort to issue the first payment of  
29 benefits to a covered individual within two weeks after receiving the  
30 claim.

1       **“(3)(a) Benefits may be claimed for leave that is taken by a covered**  
2 **individual in increments that are equivalent to one work day or one**  
3 **work week as those terms are defined by the director by rule.**

4       **“(b) If a covered individual takes leave in increments that are**  
5 **equivalent to one work day, benefits may be claimed for leave that**  
6 **occurs in nonconsecutive periods of leave that, when combined, pro-**  
7 **vide the minimum benefit amount provided in section 7 of this 2019**  
8 **Act.**

9       **“(4) Benefit amounts, as determined under section 6 of this 2019**  
10 **Act:**

11       **“(a) Must be prorated to increments that are equivalent to one**  
12 **work day; and**

13       **“(b) Must be paid in increments that are equivalent to one work**  
14 **week.**

15       **“SECTION 13. Allowing or denying claim; notice of denial; appeal.**

16 **(1) The Director of the Employment Department shall promptly ex-**  
17 **amine each claim for family and medical leave insurance benefits and,**  
18 **on the basis of the facts available, make a decision to allow or deny**  
19 **the claim. Information furnished in the claim, as prescribed by the**  
20 **director by rule, must be accompanied by a written or electronically**  
21 **signed statement that such information is true and correct to the best**  
22 **of the individual’s knowledge.**

23       **“(2)(a) The director shall promptly give notice of a decision to allow**  
24 **or deny a claim.**

25       **“(b) If the claim is denied, the written notice must include a**  
26 **statement of the reasons for denial.**

27       **“(3) A decision made under this section is final and the benefits**  
28 **must be paid or denied accordingly. A covered individual may request**  
29 **review of the director’s decision as provided in section 31 of this 2019**  
30 **Act.**

1       **“SECTION 14. Continuous jurisdiction of director; reconsideration**  
2 **of previous decisions.** (1) The Director of the Employment Department,  
3 upon motion of the director or upon application of a covered individ-  
4 ual, may at any time reconsider any final decision under sections 1 to  
5 51 of this 2019 Act. Reconsideration may occur when there is evidence  
6 of:

7       **“(a) Errors of computation;**

8       **“(b) Clerical errors;**

9       **“(c) Misinformation provided to a party by the Employment De-**  
10 **partment;**

11       **“(d) Facts not previously known to the director; or**

12       **“(e) Errors caused by misapplication of law by the department.**

13       **“(2) Reconsideration of a final decision shall be made in accordance**  
14 **with such regulations as the director may prescribe, and may include**  
15 **the making of a new decision which, if made, shall award, deny, ter-**  
16 **minate, continue, increase or decrease benefits to the extent found**  
17 **necessary and appropriate for the correction of a previous error re-**  
18 **specting such benefits. Any new decision made under this subsection**  
19 **shall be subject to review as provided in section 31 of this 2019 Act.**

20       **“SECTION 15. Noncompliance and erroneous payments.** (1) An em-  
21 ployer may not intentionally make or cause to be made false state-  
22 ments or intentionally fail to report a material fact regarding the  
23 claim of an eligible employee or regarding an employee’s eligibility for  
24 family and medical leave insurance benefits under sections 1 to 51 of  
25 this 2019 Act.

26       **“(2) The Director of the Employment Department may assess a civil**  
27 **penalty in an amount not to exceed \$1,000 against an employer for**  
28 **each occurrence that violates subsection (1) of this section.**

29       **“(3) If the director determines that a covered individual inten-**  
30 **tionally made a false statement or intentionally failed to report a**



1 material fact in order to obtain benefits under sections 1 to 51 of this  
2 2019 Act, the covered individual is:

3 “(a) Disqualified from claiming benefits for one year; and

4 “(b) Liable for a penalty imposed at a rate prescribed by the director  
5 of at least 15 percent, but not greater than 30 percent, of the amount  
6 of benefits the individual received to which the individual was not  
7 entitled.

8 “(4) If the director determines that a covered individual has re-  
9 ceived benefits to which the individual was not entitled, the director  
10 may:

11 “(a) Seek repayment of benefits from the covered individual in a  
12 manner prescribed by the director by rule; and

13 “(b) Have the amount of the benefits deducted from any future  
14 benefits otherwise payable to the individual under section 13 of this  
15 2019 Act.

16 “(5) If benefits are paid because of an error that is not due to pro-  
17 vision of a false statement, nondisclosure of a material fact or mis-  
18 representation by a covered individual, the director may exercise  
19 discretion to waive, in whole or in part, the amount of any such pay-  
20 ments for which recovery under subsection (4) of this section would  
21 be against equity, good conscience or administrative efficiency.

22 “(6) A decision of the director under this section does not authorize  
23 the recovery of the amount of any benefits paid to a covered individual  
24 until the decision is final and the decision specifies:

25 “(a) That the covered individual, by reason of false statement,  
26 nondisclosure or misrepresentation, is liable to repay the amount to  
27 the Paid Family and Medical Leave Insurance Fund established under  
28 section 39 of this 2019 Act;

29 “(b) The nature of the false statement, nondisclosure or misrepre-  
30 sentation;



1 **quired to pay the employer contributions under subsection (1) of this**  
2 **section.**

3 **“(b) If an employer that employs fewer than 25 employees elects to**  
4 **pay the employer contributions under subsection (1) of this section,**  
5 **the employer may apply to receive a grant under section 42 of this 2019**  
6 **Act.**

7 **“(5) Notwithstanding subsection (1) of this section, an employer**  
8 **may elect to pay the required employee contributions, in whole or in**  
9 **part, as an employer-offered benefit.**

10 **“(6) Subject to section 41 (2) and (3) of this 2019 Act, a self-employed**  
11 **individual who has elected coverage under section 41 (1) of this 2019**  
12 **Act shall contribute to the fund, at a rate that may not exceed one**  
13 **percent of the individual’s taxable income as determined by the di-**  
14 **rector by rule, for a period of not less than three years from the date**  
15 **that the election becomes effective.**

16 **“(7) A tribal government that elects coverage under section 41 of**  
17 **this 2019 Act and employees of the tribal government shall contribute**  
18 **to the fund at a rate and in contribution amounts as determined by**  
19 **the director by rule, for a period of not less than three years from the**  
20 **date that the election becomes effective.**

21 **“(8) The director shall set rates for the collection of payroll contri-**  
22 **butions consistent with subsection (1) of this section and in a manner**  
23 **such that:**

24 **“(a) At the end of the period for which the rates are effective, the**  
25 **balance of moneys in the fund is an amount not less than six months’**  
26 **worth of projected expenditures from the fund for performance of the**  
27 **functions and duties of the director under sections 1 to 51 of this 2019**  
28 **Act; and**

29 **“(b) The volatility of the contribution rates is minimized.**

30 **“(9) The director shall determine on an annual basis the amount**

1 of payroll contributions, timing of payroll contributions and maximum  
2 employee contributions sufficient to finance the costs related to the  
3 provisions of sections 1 to 51 of this 2019 Act.

4 “(10) An employer shall hold any moneys collected under this sec-  
5 tion in trust for the State of Oregon and for the payment thereof to  
6 the Department of Revenue in the manner described in subsection (11)  
7 of this section.

8 “(11)(a) An employer shall make and file a combined quarterly re-  
9 port of wages earned and contributions paid under this section on a  
10 form prescribed by the Department of Revenue.

11 “(b) The report shall be filed with the Department of Revenue on  
12 or before the last day of the month following the quarter to which the  
13 report relates and shall be deemed received on the date of mailing.

14 “(c) The report shall be accompanied by payment of any contribu-  
15 tions due under this section in a manner determined by the Depart-  
16 ment of Revenue by rule.

17 “(12) Moneys collected under this section shall be deposited in the  
18 Paid Family and Medical Leave Insurance Fund established under  
19 section 39 of this 2019 Act.

20 “(13)(a) If an employer ceases or discontinues operations or busi-  
21 ness, or sells out, exchanges or otherwise disposes of the business or  
22 stock of goods, any payroll contribution payable under this section is  
23 immediately due and payable, and the employer shall, within 10 cal-  
24 endar days, pay the payroll contribution due. Any person who be-  
25 comes a successor in interest to the business is liable for the full  
26 amount of the unpaid payroll contribution.

27 “(b) The director shall adopt rules for compliance with sections 1  
28 to 51 of this 2019 Act with regard to contributions from an employer’s  
29 successor in interest.

30 “(14) Benefits may not be denied to a covered individual solely be-

1 cause an employer failed to collect or remit the contributions required  
2 under this section.

3

4

## “COLLECTIONS

5

6 **“SECTION 17. Delinquent contributions and benefit overpayments**  
7 **as liens; foreclosure. (1) This section applies to:**

8 **“(a) An employer that fails to remit to the Department of Revenue**  
9 **any amount of contributions due under section 16 of this 2019 Act;**

10 **“(b) An individual liable to repay any amount of benefits paid under**  
11 **sections 1 to 51 of this 2019 Act to which the individual was not enti-**  
12 **tled; and**

13 **“(c) A person liable under section 25 of this 2019 Act for amounts**  
14 **due under sections 1 to 51 of this 2019 Act.**

15 **“(2) If a judgment or final administrative order is rendered in favor**  
16 **of the director for amounts described in subsection (1) of this section,**  
17 **the amounts shall be a lien in favor of the director upon all property,**  
18 **whether real or personal, belonging to the employer, individual or**  
19 **person.**

20 **“(3) The lien shall be perfected and attach:**

21 **“(a) To real and personal property located within the county, upon**  
22 **the recording of a warrant, as provided in section 19 of this 2019 Act,**  
23 **with the clerk of the county in which the property is located.**

24 **“(b) To personal property wherever located within the state, upon:**

25 **“(A) The recording of a warrant, as provided in section 19 of this**  
26 **2019 Act, with the clerk of any county; and**

27 **“(B) The filing of a copy of the warrant with the Secretary of State**  
28 **as provided in section 18 of this 2019 Act.**

29 **“(4) The lien created by this section may be foreclosed by a suit in**  
30 **the circuit court in the manner provided by law for the foreclosure of**

1 other liens on real or personal property.

2 **“SECTION 18. Filing warrant attaching lien with Secretary of State.**

3 (1) Any warrant attaching the lien under section 17 of this 2019 Act  
4 may also be filed in the office of the Secretary of State. Filing in the  
5 office of the Secretary of State has no effect until a copy of the  
6 statement of lien or the warrant has been recorded with the county  
7 clerk.

8 “(2) When a copy of the statement of lien or the warrant is filed  
9 with the Secretary of State in compliance with subsection (1) of this  
10 section, such filing shall have the same effect with respect to personal  
11 property as if the copy of the statement of lien or the warrant had  
12 been duly recorded with the county clerk in each county of this state.

13 “(3) A copy of the statement of lien or the warrant filed with the  
14 Secretary of State shall be filed and indexed by the Secretary of State  
15 in the same manner as provided under ORS 79.0501 for the filing and  
16 indexing of financing statements.

17 **“SECTION 19. Issuing warrant instead of bringing civil action;**  
18 **sheriff to proceed on warrant.** (1) In any case in which the Director

19 of the Employment Department may bring a civil action for the col-  
20 lection of amounts liable to be repaid under section 17 of this 2019 Act,  
21 interest on those amounts or penalties, the director may instead issue  
22 a warrant for the amount liable to be repaid with the added interest,  
23 penalties, collection charges and the sheriff’s costs of executing the  
24 warrant. The Employment Department shall mail or deliver a copy of  
25 the warrant to the last known address of the employer, individual or  
26 person.

27 “(2) At any time after issuing a warrant under this section, the  
28 department may record the warrant in the County Clerk Lien Record  
29 of any county of this state. Recording of the warrant has the effect  
30 described in ORS 205.125.

1       **“(3) After recording a warrant under this section, the director may**  
2 **direct the sheriff of the county in which the warrant is recorded to**  
3 **levy upon and sell any real and personal property, and levy upon any**  
4 **currency, belonging to the employer, individual or person and found**  
5 **within that county. The proceeds or currency shall be applied against**  
6 **the amount reflected in the warrant and the sheriff’s costs of execut-**  
7 **ing the warrant.**

8       **“(4) The sheriff shall proceed on the warrant in the same manner**  
9 **prescribed by law for executions issued against property pursuant to**  
10 **a judgment and is entitled to the same fees as provided for executions**  
11 **issued against property pursuant to a judgment. The fees of the sheriff**  
12 **shall be added to and collected as a part of the warrant liability.**

13       **“(5)(a) The director may direct the warrant to any agent and au-**  
14 **thorize the agent to collect the amount reflected in the warrant.**

15       **“(b) In the execution of the warrant the agent has all of the powers**  
16 **conferred by law upon sheriffs but is entitled to no fee or compen-**  
17 **sation in excess of actual expenses incurred in the execution.**

18       **“(6) Amounts collected pursuant to this section shall be deposited**  
19 **in the Paid Family and Medical Leave Insurance Fund established**  
20 **under section 39 of this 2019 Act.**

21       **“SECTION 20. Release of lien. (1)(a) The Director of the Employ-**  
22 **ment Department may release, compromise or satisfy any lien pro-**  
23 **vided for in sections 17 and 18 of this 2019 Act by filing a notice of**  
24 **release or satisfaction with the county clerk of the county in which**  
25 **the notice of lien claim was filed.**

26       **“(b) Upon filing of the notice under this subsection, the property**  
27 **against which the lien is claimed shall be released from the lien.**

28       **“(2) The director may include in the amount received for the release**  
29 **of the lien any costs incurred by the director in collecting the amounts**  
30 **due.**





1 address.

2 “(b) Notwithstanding paragraph (a) of this subsection, the director  
3 may waive the penalty for good cause if the employer has filed the  
4 required reports and payments.

5 “(4) On or before November 10 following a penalty assessment under  
6 subsection (2) of this section, the employer that is assessed the penalty  
7 may submit a written request to the director that the penalty be  
8 waived. The request must contain the specific reasons for the failure  
9 to file the required reports or payments prior to September 1.

10 “(5)(a) If the request for waiver of the penalty is denied, the direc-  
11 tor shall send written notification of the denial to the employer at the  
12 employer’s last known address. The decision denying the request shall  
13 become final unless within 20 days from the date on which the notifi-  
14 cation of the decision is sent to the employer, the employer files a  
15 written request for a hearing that states the reasons for the request.

16 “(b) Hearings, decisions and reconsiderations under this section  
17 shall be conducted in accordance with rules adopted by the director.

18 “(c) Judicial review of an order assessing a penalty under this sec-  
19 tion shall be as provided for review of orders in contested cases under  
20 ORS chapter 183, except that the petition must be filed within 20 days  
21 after the issuance of the order of the director.

22 “(6) The penalty provided in subsection (2) of this section shall be  
23 collected in accordance with the provisions of sections 17 to 20 of this  
24 2019 Act, and any amounts collected pursuant to this subsection shall  
25 be paid to the Paid Family and Medical Leave Insurance Fund estab-  
26 lished under section 39 of this 2019 Act.

27 **“SECTION 23. (1) If, upon satisfactory evidence, the Director of the**  
28 **Employment Department finds it necessary for the protection of the**  
29 **Paid Family and Medical Leave Insurance Fund established under**  
30 **section 39 of this 2019 Act, the director may require any employer**

1 subject to sections 1 to 51 of this 2019 Act, other than the state of  
2 Oregon, and every state officer, board, commission, department, in-  
3 stitution, branch, agency or political subdivision of this state, to de-  
4 posit and keep on deposit with the director a sum equal to the  
5 contributions due or estimated to be due from the employer for a pe-  
6 riod of three calendar quarters.

7 “(2)(a) In lieu of a deposit required under subsection (1) of this  
8 section, the director may accept a bond or an irrevocable letter of  
9 credit issued by an insured institution as defined in ORS 706.008 in a  
10 form acceptable to the director to secure payment of contributions to  
11 become due to the fund.

12 “(b) The deposit or posting of a bond or letter of credit under par-  
13 agraph (a) of this subsection shall not relieve the employer of the ob-  
14 ligation to make contributions to the fund as provided under section  
15 16 of this 2019 Act.

16 “(c) The director may at any time apply any portion of the deposit,  
17 payment on the bond or the proceeds of the letter of credit to the  
18 payment of any amounts due from the employer under any provisions  
19 of sections 1 to 51 of this 2019 Act.

20 “(3)(a) Except as provided in subsection (4) of this section, any de-  
21 posit, bond or letter of credit shall be deemed for all purposes to be-  
22 come the sole property of the director and shall be deposited in the  
23 fund and held for the sole benefit of the fund.

24 “(b) The deposit, bond or letter of credit shall be prior to all other  
25 liens, claims or encumbrances and shall be exempt from any process,  
26 attachment, garnishment or execution whatsoever and shall be for the  
27 sole benefit of the fund.

28 “(4)(a) If an employer ceases to be an employer subject to sections  
29 1 to 51 of this 2019 Act, such sums as are on deposit in the fund shall  
30 first be applied to any amounts due from the employer to the fund

1 under any provisions of sections 1 to 51 of this 2019 Act.

2 “(b) Only upon receipt of all payments due to the fund from an  
3 employer described in paragraph (a) of this subsection, the director  
4 shall refund to the employer all deposits remaining to the employer’s  
5 credit in the fund and shall cancel any bond or letter of credit given  
6 under this section.

7 “(c) An employer described in paragraph (a) of this subsection shall  
8 have no interest in a deposit, bond or letter of credit prior to full  
9 compliance with this section and all provisions of sections 1 to 51 of  
10 this 2019 Act.

11 **“SECTION 24. (1) If an employer defaults with respect to any  
12 amount of contributions required to be made by the employer to the  
13 Paid Family and Medical Leave Insurance Fund established under  
14 section 39 of this 2019 Act, the unpaid amount, together with interest  
15 and penalties, shall be collected by the Director of the Employment  
16 Department in a civil action against the employer brought in the name  
17 of the director.**

18 **“(2)(a) Judgment rendered on a civil action brought under sub-  
19 section (1) of this section in favor of the director shall bear interest  
20 at the rate provided in subsection (3) of this section.**

21 **“(b) An employer’s compliance with the requirements of section 16  
22 of this 2019 Act shall date from the time that contributions were col-  
23 lected from the employer.**

24 **“(c) The amount of contributions collected from an employer, to-  
25 gether with interest and penalties, shall be paid into the fund.**

26 **“(3)(a) Interest upon any amounts due from an employer shall be  
27 paid and collected at the rate of one and one-half percent per month  
28 from the date prescribed for the payment to the fund. In computing  
29 the interest, a fraction of a month shall be counted as a full month.**

30 **“(b) Interest shall be paid at the same time contributions are re-**

1 **quired to be paid by the employer to the fund.**

2 **“(4) If an employer fails to pay contributions required by section**  
3 **16 of this 2019 Act at the time prescribed by the director, the employer**  
4 **shall be in default.**

5 **“(5) If an employer that is in default with respect to payment of**  
6 **contributions fails to make payment within 10 days after written de-**  
7 **mand has been made by the director, the employer shall be subject to**  
8 **a penalty of 10 percent of the amount of the contributions. A demand**  
9 **for payment shall be deemed to have been made when deposited in the**  
10 **mail addressed to the employer at the employer’s last known address**  
11 **of record with the director.**

12 **“(6) If any part of a deficiency is due to fraud with intent to avoid**  
13 **payment of contributions to the fund, then 50 percent of the total**  
14 **amount of the deficiency, in addition to the deficiency, shall be as-**  
15 **sessed, collected and paid, in the same manner as if it were a defi-**  
16 **ciency, and deposited in the fund.**

17 **“(7) Civil actions brought in the name of the director under this**  
18 **section to collect contributions, interest or penalties from an employer**  
19 **shall be entitled to preference upon the calendar over all civil cases**  
20 **that involve only private parties.**

21 **“(8)(a) Notwithstanding the provisions of this section, the director**  
22 **may agree to accept from an employer or former employer with a de-**  
23 **linquent account any amount the director finds reasonable under the**  
24 **circumstances as consideration in settlement of the full amount of**  
25 **contributions, interest or penalties due if the director finds that:**

26 **“(A) The total interest collectible on the delinquent account is in**  
27 **excess of 25 percent of the principal;**

28 **“(B) The employer or former employer no longer conducts an active**  
29 **business and has insufficient net assets to pay the full amount of all**  
30 **contributions, interest or penalties due; and**

1       **“(C) The employer or former employer can pay some but not all of**  
2 **the delinquent amounts.**

3       **“(b) Whenever a settlement agreement is made pursuant to para-**  
4 **graph (a) of this subsection, a written record signed by the director**  
5 **shall be maintained in the files of the director. Such records shall set**  
6 **forth:**

7       **“(A) The name of the employer or former employer against whom**  
8 **the liability was assessed;**

9       **“(B) The amount of the assessed liability;**

10       **“(C) The amount of the liability paid;**

11       **“(D) The amount of the liability canceled or waived; and**

12       **“(E) A sworn statement of the employer or former employer setting**  
13 **forth the complete financial responsibility of the employer or former**  
14 **employer and containing a full disclosure of all matters bearing upon**  
15 **the ability of the employer or former employer to pay the full amount**  
16 **of the liability assessed.**

17       **“(9) The director shall file a full and true copy of the record of each**  
18 **settlement agreement with the Secretary of State as a public record.**

19       **“(10) Any amount agreed to in settlement of the director’s claims**  
20 **on behalf of the fund pursuant to subsection (8)(a) of this section shall**  
21 **be first credited to the contributions due from the employer or former**  
22 **employer until the principal amount of contributions due has been**  
23 **satisfied and shall be deposited in the fund.**

24       **“SECTION 25. (1) This section applies to an individual who is one**  
25 **or more of the following:**

26       **“(a) An officer or employee of a corporation;**

27       **“(b) A member or employee of a limited liability company; or**

28       **“(c) A partner in or employee of a limited liability partnership.**

29       **“(2) In the case of default by an employer subject to section 23 of**  
30 **this 2019 Act, an individual described in subsection (1) of this section**

1 who is under a duty to perform the actions required by employers  
2 under section 16 of this 2019 Act shall be personally liable for amounts  
3 due under section 16 of this 2019 Act. More than one individual may  
4 be jointly and severally liable under this section for amounts due.

5 “(3) If the Director of the Employment Department determines that  
6 an amount is due under this section, the director shall issue a notice  
7 of assessment to the individual liable under this section by mail to the  
8 individual’s last known address of record with the director.

9 “(4) If the director has reason to believe that the individual liable  
10 under this section is insolvent, the director may issue a jeopardy as-  
11 sessment as provided under section 28 (4) of this 2019 Act.

12 “(5) Amounts assessed under this section may be reviewed in the  
13 manner provided by section 28 (5) of this 2019 Act.

14 “SECTION 26. (1) An employer may not intentionally refuse or fail  
15 to pay a contribution to the Paid Family and Medical Leave Insurance  
16 Fund established under section 39 of this 2019 Act or to furnish any  
17 report, audit or information duly required by the Director of the Em-  
18 ployment Department under sections 1 to 51 of this 2019 Act.

19 “(2) An employer may not make a deduction from the wages of an  
20 employee to pay any portion of the employer contributions due from  
21 the employer.

22 “SECTION 27. (1) If an employer fails to file a combined quarterly  
23 report of wages earned and contributions paid under section 16 of this  
24 2019 Act by the 10th day of the second month following the end of the  
25 calendar quarter, the Director of the Employment Department, for the  
26 first such failure, shall send to the employer at the employer’s last  
27 known address a written notice warning the employer that a subse-  
28 quent failure to file a report could result in the imposition of a late  
29 filing penalty.

30 “(2) If an employer, without good cause, fails to file a timely report

1 within the three-year period immediately following a written warning  
2 sent pursuant to subsection (1) of this section, the employer may be  
3 assessed a late filing penalty in addition to other amounts due.

4 “(3) Except as provided in subsection (4) of this section, a penalty  
5 assessed under subsection (2) of this section shall be 0.02 percent of the  
6 wages of the employer’s employees rounded to the nearest \$100.

7 “(4) A penalty assessed under subsection (2) of this section for an  
8 employer who has no employees during the calendar quarter to which  
9 a quarterly report relates shall be as follows:

10 “(a) \$10 for the first report filed late within the three-year period  
11 immediately following a written notice sent pursuant to subsection (1)  
12 of this section.

13 “(b) \$25 for the first report filed late within the three-year period  
14 immediately following the assessment of a penalty under subsection  
15 (2) of this section.

16 “(c) \$50 for the second report filed late within the three-year period  
17 immediately following the assessment of a penalty under subsection  
18 (2) of this section.

19 “(d) \$100 for the third or subsequent report filed late within the  
20 three-year period immediately following the assessment of a penalty  
21 under subsection (2) of this section.

22 “(5)(a) A penalty assessed under this section is final unless, within  
23 20 days after the date the assessment is mailed to the last known ad-  
24 dress of the employer, the employer requests that the penalty be de-  
25 leted. The request must be in writing and state the reason why the  
26 report was filed late.

27 “(b) If the director determines that the employer had good cause  
28 for filing the report late, the penalty shall be deleted. If it is deter-  
29 mined there was not good cause for filing the report late, the request  
30 for deletion shall be denied.

1       “(6)(a) A determination denying the request for deletion is final  
2 unless, within 20 days after the date the determination is mailed to the  
3 last known address of the employer, the employer files a request for  
4 hearing. The request for hearing must be in writing and state the  
5 reasons why the determination should not be affirmed.

6       “(b) Judicial review of the determination of denial shall be as pro-  
7 vided for review of orders in contested cases in ORS chapter 183, ex-  
8 cept that the request for hearing must be filed within 20 days after the  
9 issuance of the determination of the director or a designated repre-  
10 sentative.

11       “SECTION 28. (1)(a) If an employer files a report for the purpose  
12 of determining the amount of contributions due under section 16 of  
13 this 2019 Act but fails to pay contributions or interest, the Director  
14 of the Employment Department may assess the amount of contribu-  
15 tions or interest due on the basis of the information submitted and  
16 shall give written notice of the assessment to the employer by mail  
17 sent to the employer’s last known address of record with the director.

18       “(b) Notwithstanding subsection (5) of this section, if the report is  
19 subsequently found to be incorrect, additional assessments may be  
20 made.

21       “(2) If an employer fails to file a report when required by the di-  
22 rector for the purpose of determining the amount of contributions due  
23 under section 16 of this 2019 Act, the director may make an estimate  
24 based upon any information of the amount of the wages of the  
25 employer’s employees for the period or periods for which no report  
26 was filed and upon the basis of the estimate shall compute and assess  
27 the amount of contributions payable by the employer. Written notice  
28 of the assessment to the employer shall be mailed to the employer’s  
29 last known address of record with the director.

30       “(3) If the director is not satisfied with a report made by an em-



1 **ployer for the purpose of determining the amount of contributions due**  
2 **under section 16 of this 2019 Act, the director may compute the**  
3 **amount required to be paid upon the basis of facts contained in the**  
4 **report or of any information obtainable and may make an assessment**  
5 **of the amount of the deficiency. Written notice of a deficiency as-**  
6 **essment to the employer shall be mailed to the employer’s last known**  
7 **address of record with the director.**

8 **“(4)(a) If the director has reason to believe that an employer or an**  
9 **individual liable under section 25 of this 2019 Act is insolvent, or that**  
10 **the collection of any contributions will be jeopardized by delaying**  
11 **collection, the director may make an immediate assessment of the**  
12 **estimated amount of accrued contributions, noting upon the assess-**  
13 **ment that it is a jeopardy assessment levied under this subsection, and**  
14 **may proceed to enforce collection immediately.**

15 **“(b)(A) Interest shall not begin to accrue on contributions collected**  
16 **under paragraph (a) of this subsection until the due date.**

17 **“(B) Court costs may not be charged against an employer or an**  
18 **individual liable under section 25 of this 2019 Act on any action to en-**  
19 **force collection commenced prior to the due date.**

20 **“(c) In levying an assessment under paragraph (a) of this sub-**  
21 **section, the director may demand a bond or deposit of such security**  
22 **as is necessary to ensure collection of the amount of the assessment.**

23 **“(d) Written notice of an assessment to an employer or an individ-**  
24 **ual liable under section 25 of this 2019 Act shall be mailed to the**  
25 **employer’s or individual’s last known address of record with the di-**  
26 **rector.**

27 **“(5)(a) All assessments provided for in this section shall finally fix**  
28 **the amount of contributions due and payable unless:**

29 **“(A) The employer or the individual liable under section 25 of this**  
30 **2019 Act applies to the director for a hearing within 20 days after the**

1 mailing of the notice of assessment; or

2 “(B) The director reviews the assessment prior to a decision of the  
3 administrative law judge pursuant to a hearing.

4 “(b) An employer or person liable under sections 24 and 25 of this  
5 2019 Act that fails to apply for a hearing upon an assessment within  
6 the time provided or, having applied, fails to appear and be heard after  
7 due notice of the hearing, is precluded from raising any defense to any  
8 action, suit or proceeding brought by the director for the recovery of  
9 contributions based upon the assessment that could have been raised  
10 in the hearing.

11 “(c) The amount of contributions assessed under this section shall  
12 be subject to the penalties and interest provided by sections 24 and 25  
13 of this 2019 Act.

14 “SECTION 29. It is unlawful for an employer to intentionally make  
15 or cause to be made false statements or to intentionally fail to report  
16 a material fact regarding the claim of an employee of the employer  
17 or regarding an employee’s eligibility for benefits under sections 1 to  
18 51 of this 2019 Act.

19 “SECTION 30. (1) In addition to any penalties otherwise prescribed  
20 under sections 1 to 51 of this 2019 Act, violation of any provision of this  
21 chapter is a Class A misdemeanor.

22 “(2) If an offending employer is a corporation, the president, secre-  
23 tary and the treasurer, or officers exercising corresponding functions,  
24 are subject to the penalties in this subsection in respect to any duties  
25 of which they respectively had knowledge or in the proper exercise of  
26 their duties ought to have had knowledge.

27 “(3) Subject to ORS 153.022, intentional violation of sections 1 to 51  
28 of this 2019 Act or of any order issued or rule adopted under sections  
29 1 to 51 of this 2019 Act, the violation of which is made unlawful or the  
30 compliance with which is required under sections 1 to 51 of this 2019

1 Act, and for which a penalty is neither prescribed in this section nor  
2 provided by any other applicable statute, is a Class C misdemeanor.  
3 Each day the violation continues is considered a separate offense.

4  
5 **“APPEALS**

6  
7 **“SECTION 31. Generally. (1) The Director of the Employment De-**  
8 **partment shall establish a process by which:**

9 **“(a) An employer may request a hearing to obtain review of a final**  
10 **decision of the director regarding approval or denial of an employer’s**  
11 **application for approval of a plan under section 43 of this 2019 Act.**

12 **“(b) A covered individual may request a hearing to obtain review**  
13 **of a final decision of the director regarding:**

14 **“(A) Approval or denial of a claim submitted to the director for**  
15 **payment of family and medical leave insurance benefits;**

16 **“(B) The weekly benefit amount payable to a covered individual as**  
17 **determined under section 7 of this 2019 Act; or**

18 **“(C) Disqualification from the receipt of benefits including liability**  
19 **or repayment of benefits as determined under section 15 of this 2019**  
20 **Act.**

21 **“(2) Notwithstanding ORS 183.315, the process established by the**  
22 **director under this section shall comply with provisions for a con-**  
23 **tested case under ORS chapter 183 and is subject to judicial review as**  
24 **provided in ORS 183.482.**

25 **“SECTION 32. Appeals of decisions under equivalent employer plan.**  
26 **The Director of the Employment Department shall establish by rule a**  
27 **method to resolve disputes between employers and employees con-**  
28 **cerning coverage and benefits provided under a plan approved under**  
29 **section 43 of this 2019 Act.**



1 party to implement sections 1 to 51 of this 2019 Act and to serve as the  
2 administrator of the program established under section 33 of this 2019  
3 Act. The director may enter into such an agreement only on a com-  
4 petitive bid basis.

5 “(2) Every service provided by a third party administrator pursuant  
6 to an agreement entered into under this section is subject to the same  
7 requirements provided under sections 1 to 51 of this 2019 Act as if the  
8 services had been provided by the director.

9 “(3) A third party administrator that enters into an agreement with  
10 the director under this section is subject to oversight by the director.

11 “(4) Costs incurred by the director pursuant to an agreement with  
12 a third party administrator entered into under this section may not  
13 be recovered by an increase in the contribution rate determined by the  
14 director under section 16 of this 2019 Act.

15 **“SECTION 35. Counting employees.** (1) Subject to subsection (2) of  
16 this section, for purposes of sections 10 and 16 of this 2019 Act, the  
17 Director of the Employment Department shall establish by rule a  
18 method to determine on an annual basis the number of employees  
19 employed by an employer. The method shall require that the determi-  
20 nation be based on the average number of employees employed by the  
21 employer in the 12-month period immediately preceding the date on  
22 which the determination is made.

23 “(2) A replacement worker who is hired to temporarily replace an  
24 eligible employee during a period of family leave, medical leave or safe  
25 leave shall not be counted as an employee for purposes of determining  
26 the number of employees employed by an employer.

27 **“SECTION 36. Advisory committee.** (1) The Director of the Em-  
28 ployment Department shall establish an advisory committee to review  
29 issues related to the implementation and administration of the family  
30 and medical leave insurance program established under section 33 of

1 **this 2019 Act and rulemaking related to the program.**

2 **“(2)(a) The advisory committee shall consist of nine members ap-**  
3 **pointed by the director as follows:**

4 **“(A) A representative of the Employment Department.**

5 **“(B) Four members who represent employees.**

6 **“(C) Four members who represent employers, at least one of whom**  
7 **employs fewer than 25 employees.**

8 **“(b) Members shall serve for a term of two years and may be reap-**  
9 **pointed. If there is a vacancy for any cause, the director shall make**  
10 **an appointment to become immediately effective for the unexpired**  
11 **term.**

12 **“(c) The representative of the department shall serve as chairperson**  
13 **of the advisory committee.**

14 **“(3) The advisory committee shall advise and make recommen-**  
15 **dations to the director regarding issues related to the program, in-**  
16 **cluding but not limited to:**

17 **“(a) Implementation;**

18 **“(b) Administration; and**

19 **“(c) Rulemaking.**

20 **“(4) Members of the advisory committee are not entitled to com-**  
21 **pensation but may be reimbursed for actual and necessary travel or**  
22 **other expenses incurred in the performance of their official duties. The**  
23 **director shall pay the expenses out of funds appropriated to the de-**  
24 **partment under section 59 of this 2019 Act.**

25 **“(5) All agencies of state government, as defined in ORS 174.111, are**  
26 **directed to assist the advisory committee in the performance of the**  
27 **duties of the advisory committee and, to the extent permitted by laws**  
28 **relating to confidentiality, to furnish information and advice that the**  
29 **members of the advisory committee consider necessary to perform**  
30 **their duties.**

1       **“SECTION 37. Records of employers; inspections. (1) All employers**  
2 **shall maintain payroll records, including account records that docu-**  
3 **ment employee contributions and expenses, and employment records**  
4 **that reflect the total hours worked by all employees and the amount**  
5 **of leave taken by employees under sections 1 to 51 of this 2019 Act for**  
6 **the current calendar year and the three prior calendar years.**

7       **“(2) The Director of the Employment Department may inspect the**  
8 **payroll and employment records of employers for the purpose of ad-**  
9 **ministering sections 1 to 51 of this 2019 Act. Employers must provide**  
10 **the director with all pertinent payroll and employment records upon**  
11 **request.**

12       **“SECTION 38. Confidentiality. (1) All information in the records of**  
13 **the Employment Department or a third party administrator pertaining**  
14 **to the administration of sections 1 to 51 of this 2019 Act:**

15       **“(a) Is confidential and for the exclusive use and information of the**  
16 **director in administering sections 1 to 51 of this 2019 Act;**

17       **“(b) May not be used in any court action or in any proceeding**  
18 **pending in the court unless the director or the State of Oregon is a**  
19 **party to the action or proceeding or unless the action or proceeding**  
20 **concerns the establishment, enforcement or modification of a support**  
21 **obligation and support services are being provided by the Division of**  
22 **Child Support of the Department of Justice or the district attorney**  
23 **pursuant to ORS 25.080; and**

24       **“(c) Is exempt from disclosure under ORS 192.311 to 192.478.**

25       **“(2) At the discretion of the Director of the Employment Depart-**  
26 **ment and subject to an interagency agreement, the director may dis-**  
27 **close information to a public official in the performance of the public**  
28 **official’s official duties administering or enforcing laws within the**  
29 **public official’s authority and to an agent or contractor of a public**  
30 **official. The public official shall agree to assume responsibility for**

1 misuse of the information by the public official's agent or contractor.

2 “(3) At the discretion of the director, the director may disclose in-  
3 formation to a contractor pursuant to a contract for actuarial ser-  
4 vices. The contractor shall agree to assume responsibility for misuse  
5 of the information by the contractor's agent.

6 “(4) At the discretion of the director, the director may disclose in-  
7 formation to an employee or officer within any division of the de-  
8 partment as necessary to conduct research, compile aggregate data  
9 from the information received and any other purpose deemed neces-  
10 sary by the director to assist the director in carrying out the duties  
11 under sections 1 to 51 of this 2019 Act.

12 “SECTION 39. Paid Family and Medical Leave Insurance Fund. (1)  
13 The Paid Family and Medical Leave Insurance Fund is established in  
14 the State Treasury, separate and distinct from the General Fund. The  
15 Paid Family and Medical Leave Insurance Fund is declared to be a  
16 trust fund.

17 “(2) The fund consists of moneys deposited in the fund from con-  
18 tributions made under section 16 of this 2019 Act and from penalties,  
19 fees, revenues and all other amounts deposited in or credited to the  
20 fund. Interest earned by the fund shall be credited to the fund.

21 “(3) Moneys in the fund are continuously appropriated to the Di-  
22 rector of the Employment Department and may be used solely to carry  
23 out the purposes set forth in sections 1 to 51 of this 2019 Act, including  
24 the payment of administrative costs and expenses that the director  
25 incurs in carrying out the provisions of sections 1 to 51 of this 2019  
26 Act.

27 “SECTION 40. State agencies to assist with outreach, technical as-  
28 sistance and compliance services. The Director of the Employment  
29 Department may enter into intergovernmental agreements under ORS  
30 chapter 190 with the Department of Revenue, the Department of Con-



1 **sumer and Business Services, the Bureau of Labor and Industries and**  
2 **any other agency to provide outreach, technical assistance or compli-**  
3 **ance services related to sections 1 to 51 of this 2019 Act on behalf of**  
4 **the director.**

5  
6 **“ELECTIVE COVERAGE**

7  
8 **“SECTION 41. (1) Except as provided in subsections (2) and (3) of**  
9 **this section, a self-employed individual may elect to be covered under**  
10 **sections 1 to 51 of this 2019 Act for a period of not less than three**  
11 **years. The self-employed individual must file a notice of election in**  
12 **writing with the Director of the Employment Department and con-**  
13 **tribute to the Paid Family and Medical Leave Insurance Fund estab-**  
14 **lished under section 39 of this 2019 Act in the manner prescribed by**  
15 **the director by rule. The election becomes effective on the date the**  
16 **notice is filed. The self-employed individual must agree to supply any**  
17 **information concerning taxable income that the director deems nec-**  
18 **essary.**

19 **“(2) Subject to section 16 of this 2019 Act, a self-employed individual**  
20 **who has elected coverage may terminate coverage by filing written**  
21 **notice with the director at such times as the director prescribes by**  
22 **rule, including at the time of a change in the self-employed**  
23 **individual’s employment status. The termination may not take effect**  
24 **sooner than 30 days after the notice is filed.**

25 **“(3) Notwithstanding subsection (2) of this section, a self-employed**  
26 **individual who has elected coverage may terminate coverage on the**  
27 **date of filing of a voluntary or involuntary bankruptcy petition. The**  
28 **self-employed individual’s elective coverage terminates on the date on**  
29 **which the self-employed individual provides to the director documen-**  
30 **tation to support the self-employed individual’s filing of the bank-**

1 ruptcy petition and files written notice with the director. At any time  
2 thereafter, the self-employed individual may re-elect coverage under  
3 this section.

4 “(4) A tribal government may elect to be covered under sections 1  
5 to 51 of this 2019 Act, or to terminate coverage, in the same manner  
6 as provided in subsections (1) to (3) of this section.

7 “(5) The director shall prescribe by rule the method for collecting  
8 contributions and erroneous payments of benefits from self-employed  
9 individuals, tribal governments and tribal government employees.

10

11

#### “EMPLOYER ASSISTANCE

12

13 **“SECTION 42. Employer assistance. (1) Except as provided in sub-**  
14 **section (2) of this section, employers that employ fewer than 25 em-**  
15 **ployees and that make the required contributions under section 16 of**  
16 **this 2019 Act may apply to the Employment Department to receive one**  
17 **of the following grants:**

18 “(a) If the employer hires a temporary worker to replace an eligible  
19 employee who takes family leave, medical leave or safe leave for a  
20 period of seven or more days, a grant of up to \$3,000 to apply toward  
21 the costs of hiring the worker.

22 “(b) A grant of up to \$1,000 as reimbursement for significant addi-  
23 tional wage-related costs incurred during a period in which an eligible  
24 employee takes leave described under paragraph (a) of this subsection.

25 “(2) In addition to a grant received under subsection (1)(b) of this  
26 section, an employer may receive a grant in the amount of the differ-  
27 ence between the grant awarded and \$3,000 if:

28 “(a) After the commencement of a period of family leave, medical  
29 leave or safe leave taken by an eligible employee, the employee extends  
30 the period of leave beyond the employee’s initial expected period of

1 leave; and

2 “(b) The employer hired a temporary worker to replace the eligible  
3 employee during the employee’s period of leave.

4 “(3) An employer may apply for a grant under subsection (1) of this  
5 section not more than 10 times per calendar year and not more than  
6 once for each eligible employee who takes leave under section 4 of this  
7 2019 Act.

8 “(4) To be eligible for a grant under this section, an employer shall  
9 provide to the director written documentation showing that the em-  
10 ployer hired a temporary worker or that the wage-related costs in-  
11 curred are due to an eligible employee’s use of family leave, medical  
12 leave or safe leave.

13 “(5) The grants awarded under this section shall be funded with  
14 moneys in the Paid Family and Medical Leave Insurance Fund estab-  
15 lished under section 39 of this 2019 Act.

16 “(6) The Director of the Employment Department shall adopt any  
17 rules necessary to implement this section.

18

19

### “EQUIVALENT PLANS

20

21 “SECTION 43. Equivalent plans, generally. (1)(a) An employer may  
22 apply to the Director of the Employment Department for approval of  
23 an employer-offered benefit plan that provides family and medical  
24 leave insurance benefits to the employer’s employees.

25 “(b) An employer that seeks approval of a plan shall submit an ap-  
26 plication to the director in the form and manner prescribed by the  
27 director by rule, accompanied by an application fee not to exceed \$250.

28 “(2) The director shall review and approve an application for a plan  
29 if the director finds that:

30 “(a) The plan is made available to all employees who have been

1 continuously employed with an employer for 30 days.

2 “(b) The benefits afforded to employees covered under the plan are  
3 equal to or greater than the weekly benefits and the duration of leave  
4 that an eligible employee would qualify for under sections 1 to 51 of  
5 this 2019 Act.

6 “(3) An employer may make a plan available to employees who have  
7 been employed by the employer for less than 30 days but in no event  
8 may an employer require an employee to have been employed by the  
9 employer for more than 30 days to be eligible for coverage under the  
10 plan.

11 “(4) Neither an employer that provides benefits under an approved  
12 plan nor an employee covered under such a plan is required to make  
13 the contributions under section 16 of this 2019 Act.

14 “(5)(a) An employer may assume all or a part of the costs related  
15 to a plan approved under this section.

16 “(b) If an employer assumes only part of the costs, the employer  
17 may deduct employee contributions from the wages of employees to  
18 finance the costs related to the plan, except that any contribution  
19 amounts deducted may not exceed the amount that an eligible em-  
20 ployee would otherwise be required to contribute under section 16 of  
21 this 2019 Act.

22 “(c) Employee contributions received or retained by an employer  
23 under this subsection must be used for plan expenses and are not  
24 considered to be a part of an employer’s assets for any purpose.

25 “(6) Any paid sick leave earned under ORS 653.606 is in addition to  
26 the benefits made available under a plan that has been approved under  
27 this section and in addition to any other employer-provided employee  
28 benefits.

29 “(7) An employee who takes leave pursuant to a plan approved un-  
30 der this section, shall provide notice to an employer of such leave in

1 the same manner as provided in section 9 of this 2019 Act.

2 “(8) A plan approved under this section shall remain in effect for a  
3 period of not less than one year.

4 “(9) Nothing in this section prohibits an employee who is otherwise  
5 eligible from applying for coverage under the program established un-  
6 der section 33 of this 2019 Act or under a separate employer-offered  
7 plan that has been approved under this section.

8 “(10) The director shall adopt rules:

9 “(a) To prevent duplication of benefits paid to an employee who is  
10 covered under more than one employer-offered plan or who has addi-  
11 tional coverage under the program established under section 33 of this  
12 2019 Act; and

13 “(b) That require that the benefits made available to an eligible  
14 employee who is covered under more than one plan shall be prorated  
15 under each respective plan.

16 “(11) An employer that offers a plan approved under this section  
17 shall:

18 “(a) Be subject to the same requirements provided in sections 10  
19 and 11 of this 2019 Act;

20 “(b) Maintain all reports, information and records relating to the  
21 plan, including payroll and account records that document employee  
22 contributions and expenses, in the manner established by the director  
23 by rule; and

24 “(c) Provide written notice to employees that includes:

25 “(A) Information about benefits available under the approved plan,  
26 including the duration of leave;

27 “(B) The process for filing a claim to receive benefits under the  
28 plan;

29 “(C) The process for employee deductions used to finance the costs  
30 of the plan, if any;

1       “(D) An employee’s right to dispute a benefit determination in the  
2 manner determined by the director under section 32 of this 2019 Act;

3       “(E) The right to job protection and benefits continuation, if appli-  
4 cable; and

5       “(F) A statement that discrimination and retaliatory personnel  
6 actions against an employee for inquiring about the family and med-  
7 ical leave insurance program established under section 33 of this 2019  
8 Act, giving notification of leave under the program, taking leave under  
9 the program or claiming family and medical leave insurance benefits  
10 are prohibited.

11       “(12) Benefits received under this section are considered wages for  
12 purposes of a wage claim under ORS chapter 652.

13       “SECTION 44. Equivalent plans - termination. (1)(a) At such times  
14 as may be established by the Director of the Employment Department  
15 by rule, the director shall review the family and medical leave insur-  
16 ance benefits provided under a plan that has been approved under  
17 section 43 of this 2019 Act.

18       “(b) Based on the review, the director shall determine whether the  
19 approved plan provides benefits that are equal to or greater than the  
20 benefits that would be available to eligible employees under the family  
21 and medical leave insurance program established under section 33 of  
22 this 2019 Act.

23       “(c) If the director determines that the approved plan does not  
24 provide benefits in compliance with requirements under section 43 (2)  
25 of this 2019 Act, the director shall terminate the plan and the employer  
26 shall be required to make employer contributions and deduct employee  
27 contributions in accordance with section 16 of this 2019 Act.

28       “(2) An employer whose application for plan approval was denied  
29 by the director may request review of the decision as provided in sec-  
30 tion 31 of this 2019 Act.

1       **SECTION 45. Equivalent plans - reapproval.** (1) Except as provided  
2 in section 46 of this 2019 Act, an employer shall resubmit an applica-  
3 tion to the Director of the Employment Department for reapproval of  
4 a plan that was approved under section 43 of this 2019 Act. An em-  
5 ployer shall apply for reapproval once a year for a three-year period  
6 following the date on which the director first approved the plan.

7       “(2) Unless an employer has made changes to a plan that were not  
8 considered by the director in a previously approved or reapproved ap-  
9 plication, an employer need not submit an application for reapproval  
10 of the plan after expiration of the three-year period described in sub-  
11 section (1) of this section.

12       **SECTION 46. Equivalent plans - Withdrawal.** (1) An employer may  
13 elect to withdraw from a plan that was approved under section 43 of  
14 this 2019 Act in the manner specified by the director by rule provided  
15 that the plan has been in effect for at least one year.

16       “(2) If an employer elects to withdraw from an approved plan, any  
17 deductions made from the wages of an employee that remain in pos-  
18 session of the employer upon the employer’s withdrawal of the plan  
19 shall be disposed of as determined by the director.

20       **SECTION 47. Equivalent plans - Gap coverage.** (1) An employee  
21 who is a covered individual under the program established under sec-  
22 tion 33 of this 2019 Act retains such status until the employee qualifies  
23 for coverage under a plan approved under section 43 of this 2019 Act.

24       “(2)(a) An employee who has ceased to be covered by a plan ap-  
25 proved under section 43 of this 2019 Act, is, if otherwise eligible, au-  
26 tomatically qualified to receive family and medical leave insurance  
27 benefits under the program established under section 33 of this 2019  
28 Act.

29       “(b) Notwithstanding section 43 (3) of this 2019 Act, an employee  
30 who was eligible for benefits under a plan approved under section 43

1 of this 2019 Act is automatically eligible for benefits under a plan that  
2 is offered by a new employer and that has been approved under section  
3 43 of this 2019 Act.

4 “(c) For purposes of this subsection, an employee has ceased to be  
5 covered by an approved plan if:

6 “(A) The employee takes family leave, medical leave or safe leave  
7 after the employee has separated from employment with an employer  
8 that offered a plan approved under section 43 of this 2019 Act;

9 “(B) The employer has withdrawn from the plan as provided under  
10 section 46 of this 2019 Act;

11 “(C) The Director of the Employment Department has terminated  
12 the plan under section 44 of this 2019 Act; or

13 “(D) The director finds that the employer is insolvent or has dis-  
14 continued doing business in this state.

15 **SECTION 48. Equivalent plans - Successors in interest to employ-**  
16 **ers.** (1) Except as provided in subsection (2) of this section, a plan that  
17 has been approved under section 43 of this 2019 Act and that is in effect  
18 at the time a successor in interest acquires the organization, trade or  
19 business, or substantially all assets of the organization, trade or busi-  
20 ness or a distinct and severable portion of the organization, trade or  
21 business, and continues its operation without substantial reduction of  
22 personnel resulting from the acquisition, must continue to be offered  
23 to eligible employees and the successor in interest may not withdraw  
24 the plan without a specific request for withdrawal in a manner pre-  
25 scribed by the Director of the Employment Department by rule.

26 “(2) Within 90 days following the date of an acquisition described  
27 in subsection (1) of this section, a successor in interest to an employer  
28 may terminate a plan that was approved under section 43 of this 2019  
29 Act and that was in effect on the date of acquisition without a request  
30 to withdraw the plan, provided the successor in interest provides no-



1 tice to the director and all employees of the employer in a manner  
2 prescribed by the director by rule.

3  
4 **“COLLECTIVE BARGAINING AGREEMENTS**

5  
6 **“SECTION 49. Collective Bargaining Agreements. Nothing in**  
7 **sections 1 to 51 of this 2019 Act requires the reopening or renegotiation**  
8 **of a collective bargaining agreement entered into before January 1,**  
9 **2022, prior to the date on which the agreement expires.**

10 **“SECTION 49a. Minimum requirements. Sections 1 to 51 of this 2019**  
11 **Act establish minimum requirements pertaining to family leave, med-**  
12 **ical leave and safe leave and may not be construed to preempt, limit**  
13 **or otherwise diminish the applicability of any employer policy, stand-**  
14 **ard or collective bargaining agreement that provides for greater use**  
15 **of family leave, medical leave or safe leave under state or federal law.**

16  
17 **“REPORTS AND REVIEWS**

18  
19 **“SECTION 50. Department review of equivalent plans. Beginning**  
20 **January 1, 2023, and not more than once each year for three consec-**  
21 **utive calendar years thereafter, the Director of the Employment De-**  
22 **partment shall conduct a review of the expenses incurred by the**  
23 **department in reviewing plans for approval under section 43 of this**  
24 **2019 Act, including an analysis of adequacy of the application fee de-**  
25 **termined by the department and administrative expenses related to**  
26 **request for review of determinations regarding approval or denial of**  
27 **applications as provided under section 31 of this 2019 Act.**

28 **“SECTION 51. Reports. (1)(a) The Director of the Employment De-**  
29 **partment shall submit to the interim committees of the Legislative**  
30 **Assembly related to workforce or business and labor, in the manner**

1 provided in ORS 192.245, reports summarizing the Employment  
2 Department's progress toward implementing the family and medical  
3 leave insurance program described in sections 1 to 51 of this 2019 Act.

4 “(b) The director shall submit the first report not later than Feb-  
5 ruary 15, 2020, and a second report not later than September 1, 2021.

6 “(2) Beginning on July 1, 2023, and once during each of the following  
7 three consecutive biennia, the director shall, to the extent that the  
8 director has acquired the information, submit to the interim commit-  
9 tees of the Legislative Assembly related to workforce or business and  
10 labor, in the manner provided in ORS 192.245, a report that includes:

11 “(a) The total number of claims submitted under section 12 of this  
12 2019 Act.

13 “(b) The number of claims allowed under section 13 of this 2019 Act  
14 and the number of claims denied under section 13 of this 2019 Act.

15 “(c) The total amount of benefits paid out of the Paid Family and  
16 Medical Leave Insurance Fund established under section 39 of this 2019  
17 Act.

18 “(d) Data regarding the use of moneys in the fund, the solvency of  
19 the fund and the balance of the fund.

20 “(e) The amount of contributions collected under section 16 of this  
21 2019 Act.

22 “(f) The number of applications for plan approval submitted under  
23 section 43 of this 2019 Act, including the number of plans approved and  
24 the costs the department incurred in reviewing such applications.

25 “(g) The number of applications received by the department for  
26 employer assistance and the total amounts awarded in grants under  
27 section 42 of this 2019 Act.

28 “(h) The director shall include in the reports described in this sub-  
29 section any recommendations made by the advisory committee under  
30 section 36 of this 2019 Act.

1       **“SECTION 52.** ORS 410.619 is amended to read:

2       “410.619. (1) A home care worker who is not otherwise employed by the  
3 Home Care Commission, the Department of Human Services, the Oregon  
4 Health Authority, an area agency or a support services brokerage shall not  
5 be deemed to be an employee of the state, whether or not the state selects  
6 the home care worker for employment or exercises any direction or control  
7 over the home care worker, for the purpose of the state’s liability for the  
8 home care worker’s actions.

9       “(2) The state shall be deemed an employer of home care workers for the  
10 purposes of:

11       “(a) ORS 410.605, 410.606, 410.612 and 410.614 **and sections 1 to 51 of this**  
12 **2019 Act;** and

13       “(b) ORS chapter 657, except as provided in ORS 657.730 (4).

14       **“SECTION 53.** ORS 410.619, as amended by section 17, chapter 75, Oregon  
15 Laws 2018, is amended to read:

16       “410.619. (1) A home care worker or personal support worker who is not  
17 otherwise employed by the Home Care Commission, the Department of Hu-  
18 man Services, the Oregon Health Authority, an area agency or a support  
19 services brokerage shall not be deemed to be an employee of the state,  
20 whether or not the state selects the home care worker or personal support  
21 worker for employment or exercises any direction or control over the home  
22 care worker or personal support worker, for the purpose of the state’s li-  
23 ability for the actions of the home care worker or personal support worker.

24       “(2) The state shall be deemed an employer of home care workers or per-  
25 sonal support workers for the purposes of:

26       “(a) ORS 410.605, 410.606, 410.612 and 410.614 **and sections 1 to 51 of this**  
27 **2019 Act;** and

28       “(b) ORS chapter 657, except as provided in ORS 657.730 (4).

29       **“SECTION 54.** ORS 657.100 is amended to read:

30       “657.100. (1) An individual is deemed ‘unemployed’ in any week during

1 which the individual performs no services and with respect to which no  
2 remuneration for services performed is paid or payable to the individual, or  
3 in any week of less than full-time work if the remuneration paid or payable  
4 to the individual for services performed during the week is less than the  
5 individual's weekly benefit amount.

6 “(2) For the purposes of ORS 657.155 (1), an individual who performs  
7 full-time services in any week for an employing unit is not unemployed even  
8 though remuneration is neither paid nor payable to the individual for the  
9 services performed; however, nothing in this subsection shall prevent an in-  
10 dividual from meeting the definition of ‘unemployed’ as used in this section  
11 solely by reason of the individual's performance of volunteer services with-  
12 out remuneration for a charitable institution or a governmental entity.

13 **“(3) An individual may not be deemed ‘unemployed’ under this sec-**  
14 **tion for any week in which the individual is receiving family and**  
15 **medical leave insurance benefits under sections 1 to 51 of this 2019 Act.**

16 “[3] (4) The Director of the Employment Department shall prescribe  
17 rules as the director deems necessary with respect to the various types of  
18 unemployment.

19 **“SECTION 55.** ORS 657.471 is amended to read:

20 “657.471. (1) Except as otherwise provided in this section, benefits paid  
21 to an eligible individual shall be charged to each of the individual's em-  
22 ployers during the base year in the same proportion that the wages paid by  
23 each employer to the individual during the base year bear to the wages paid  
24 by all employers to that individual during that year.

25 “(2) The account of an employer, other than a political subdivision elect-  
26 ing to pay taxes under ORS 657.509, may not be charged with benefits paid  
27 an unemployed individual in excess of one-third of the base year wages paid  
28 that individual while in the employ of the employer.

29 “(3) Benefits paid to an individual for unemployment immediately after  
30 the expiration of a period of disqualification for having left the employment

1 of an employer voluntarily without good cause may not be charged to the  
2 employer.

3 “(4) Benefits paid to an individual for unemployment immediately after  
4 the expiration of a period of disqualification for having been discharged by  
5 an employer for misconduct may not be charged to the employer.

6 “(5) Benefits paid without any disqualification to an individual may not  
7 be charged to an employer of the individual for the immediate period of un-  
8 employment if:

9 “(a) The individual left the employment of the employer voluntarily for  
10 good cause not attributable to the employer; or

11 “(b) The employer discharged the individual because the individual was  
12 unable to satisfy a job prerequisite required by law or administrative rule.

13 “(6) If it is determined under the provisions of subsection (3), (4) or (5)  
14 of this section that benefits paid to an individual may not be charged to an  
15 employer, the employer’s account may not be charged for any benefits paid  
16 for any subsequent period or periods of unemployment during the individual’s  
17 affected benefit year or during any benefit year beginning within 52 weeks  
18 subsequent to the affected benefit year.

19 “(7)(a) A base-year employer that is not otherwise eligible for relief of  
20 charges for benefits under this section and that receives notification of an  
21 initial valid determination of a claim may request relief of charges if the  
22 claim is made by an individual who:

23 “(A) Left the employment of the employer voluntarily and not for reasons  
24 attributable to the employer;

25 “(B) Was disqualified for the individual’s most recent separation from the  
26 employer by a determination of the Director of the Employment Department  
27 that the individual has been discharged for misconduct connected with the  
28 employment for the employer; or

29 “(C) Was discharged for reasons that would be disqualifying under ORS  
30 657.176 (2)(a), (b), (f), (g) or (h).

1       “(b)(A) A request under paragraph (a)(A) of this subsection:

2       “(i) Must advise the director in writing of the date on which the indi-  
3       vidual left employment, state that the individual left voluntarily and not for  
4       reasons attributable to the employer and give the reason for which the in-  
5       dividual left employment.

6       “(ii) May not be granted if the individual was reemployed by the employer  
7       prior to the filing of the initial valid claim.

8       “(B) A request under paragraph (a)(C) of this subsection must specify the  
9       date of the discharge and the reasons why the employer believes the dis-  
10      charge was for reasons that would be disqualifying under ORS 657.176 (2)(a),  
11      (b), (f), (g) or (h).

12      “(c) A request for relief under this subsection must be sent to the de-  
13      partment within 30 days after the date on which the notice provided for un-  
14      der ORS 657.266 is mailed or delivered to the employer.

15      “(d) Upon receipt of the request from the employer, the director shall re-  
16      view the information provided by the employer and determine whether the  
17      employer is entitled to relief of charges for benefits paid to the individual  
18      during the benefit year. If the director determines that the employer is en-  
19      titled to relief of charges, the director shall grant the relief.

20      “(e)(A) The determination of the director under paragraph (a)(A) and (C)  
21      of this subsection is final in all cases unless an application for hearing is  
22      filed within 20 days after delivery of the determination, or, if mailed, within  
23      20 days after the determination was mailed to the employer’s last-known  
24      address.

25      “(B) When a request for hearing has been timely filed, an administrative  
26      law judge shall be assigned to conduct a hearing.

27      “(C) After the administrative law judge has afforded all parties an op-  
28      portunity for a fair hearing, the administrative law judge shall affirm or  
29      reverse the determination and promptly notify all parties entitled to notice  
30      of the decision and the reasons for the decision.

1 “(D) Decisions of the administrative law judge under this subsection are  
2 final and may be judicially reviewed as provided in ORS 657.684 to the extent  
3 applicable.

4 “(8)(a) If the director finds that an employer or the employer’s agent, in  
5 submitting facts under subsection (7) of this section, willfully makes a false  
6 statement or representation or willfully fails to report a material fact con-  
7 cerning the termination of an individual’s employment, the director shall  
8 make a determination charging the employer’s reserve account not less than  
9 two nor more than 10 times the weekly benefit amount of the claimant or  
10 claimants.

11 “(b) The director shall give notice to the employer of the determination  
12 under this subsection and the determination of the director is final unless  
13 an application for hearing is filed in the manner provided for in subsection  
14 (7)(e) of this section.

15 “(9) Benefits paid to an individual may not be charged to a base-year  
16 employer if:

17 “(a) The employer furnished part-time work to the individual during the  
18 base year;

19 “(b) The individual has become eligible for benefits because of loss of  
20 employment with one or more other employers;

21 “(c) The employer has continued to furnish part-time work to the indi-  
22 vidual in substantially the same amount as during the individual’s base year;  
23 and

24 “(d) The employer requests relief of charges within 30 days of the date the  
25 notice provided for in ORS 657.266 is mailed or delivered to the employer.

26 **“(10) Benefits paid to an individual for unemployment due to the**  
27 **return of a covered individual, as defined in section 2 of this 2019 Act,**  
28 **who was temporarily replaced by the individual for a period of family**  
29 **leave, medical leave or safe leave under sections 1 to 51 of this 2019**  
30 **Act may not be charged to the employer of the covered individual.**

1        “[10] (11) Notwithstanding any other provision of this section, benefits  
2 paid to an individual shall be charged to an employer’s account if:

3        “(a) The employer or the employer’s agent fails to respond timely or ade-  
4 quately to a request from the Employment Department for information re-  
5 lating to the claim for benefits;

6        “(b) The failure to respond causes an overpayment of benefits to the  
7 claimant; and

8        “(c) The employer or the employer’s agent has a pattern of failing to re-  
9 spond timely or adequately to requests from the department for information  
10 relating to claims for benefits.

11        **“SECTION 56.** ORS 659A.162 is amended to read:

12        “659A.162. (1) Except as specifically provided by ORS 659A.150 to 659A.186  
13 **and section 4 of this 2019 Act**, an eligible employee is entitled to up to a  
14 total of 12 weeks of family leave within any one-year period.

15        “(2)(a) Except as provided by paragraph (b) of this subsection, an eligible  
16 employee is entitled to a total of two weeks of family leave for the purposes  
17 described in ORS 659A.159 (1)(e).

18        “(b) An eligible employee is entitled to the period of leave described in  
19 paragraph (a) of this subsection upon the death of each family member of the  
20 employee within any one-year period, except that leave taken as provided by  
21 this subsection may not exceed the total period of family leave authorized  
22 by subsection (1) of this section.

23        “(c) A covered employer may not require an eligible employee to take  
24 multiple periods of leave described in ORS 659A.159 (1)(e) concurrently if  
25 more than one family member of the employee dies during the one-year pe-  
26 riod.

27        “(d) All leave taken for the purposes described in ORS 659A.159 (1)(e)  
28 shall be counted toward the total period of family leave authorized by sub-  
29 section (1) of this section.

30        “(3)(a) In addition to the 12 weeks of family leave authorized by sub-



1 section (1) of this section, a female eligible employee may take a total of 12  
2 weeks of leave within any one-year period for an illness, injury or condition  
3 related to pregnancy or childbirth that disables the eligible employee from  
4 performing any available job duties offered by the covered employer.

5 “(b) An eligible employee who takes 12 weeks of family leave within a  
6 one-year period for the purpose specified in ORS 659A.159 (1)(a) may take  
7 up to an additional 12 weeks of leave within the one-year period for the  
8 purpose specified in ORS 659A.159 (1)(d).

9 “(4) When two or more family members work for the same covered em-  
10 ployer, the eligible employees may not take concurrent family leave unless:

11 “(a) One employee needs to care for another employee who is a family  
12 member and who is suffering from a serious health condition;

13 “(b) One employee needs to care for a child who has a serious health  
14 condition while another employee who is a family member is also suffering  
15 from a serious health condition; or

16 “(c) The employees are taking leave described in ORS 659A.159 (1)(e).

17 “(5) An eligible employee may take family leave for the purpose specified  
18 in ORS 659A.159 (1)(a) in two or more nonconsecutive periods of leave only  
19 with the approval of the employer.

20 “(6) Leave need not be provided to an eligible employee by a covered  
21 employer for the purpose specified in ORS 659A.159 (1)(d) if another family  
22 member is available to care for the child.

23 “(7) A covered employer may not reduce the amount of family leave  
24 available to an eligible employee under this section by any period the em-  
25 ployee is unable to work because of a disabling compensable injury.

26 “(8)(a) The Commissioner of the Bureau of Labor and Industries shall  
27 adopt rules governing when family leave for a serious health condition of  
28 an eligible employee or a family member of the eligible employee may be  
29 taken intermittently or by working a reduced workweek. Rules adopted by  
30 the commissioner under this paragraph shall allow taking of family leave on

1 an intermittent basis or by use of a reduced workweek to the extent per-  
2 mitted by federal law and to the extent that taking family leave on an in-  
3 termittent basis or by use of a reduced workweek does not result in the loss  
4 of an eligible employee's exempt status under the federal Fair Labor Stan-  
5 dards Act.

6 “(b) The commissioner shall adopt rules governing when family leave for  
7 the purposes described in ORS 659A.159 (1)(e) may be taken to the extent  
8 permitted by federal law and to the extent that taking family leave on an  
9 intermittent basis does not result in the loss of an eligible employee's exempt  
10 status under the federal Fair Labor Standards Act.

11 **“SECTION 57.** ORS 659A.885, as amended by section 9, chapter 197,  
12 Oregon Laws 2017, and section 13, chapter 691, Oregon Laws 2017, is  
13 amended to read:

14 “659A.885. (1) Any person claiming to be aggrieved by an unlawful prac-  
15 tice specified in subsection (2) of this section may file a civil action in cir-  
16 cuit court. In any action under this subsection, the court may order  
17 injunctive relief and any other equitable relief that may be appropriate, in-  
18 cluding but not limited to reinstatement or the hiring of employees with or  
19 without back pay. A court may order back pay in an action under this sub-  
20 section only for the two-year period immediately preceding the filing of a  
21 complaint under ORS 659A.820 with the Commissioner of the Bureau of La-  
22 bor and Industries, or if a complaint was not filed before the action was  
23 commenced, the two-year period immediately preceding the filing of the  
24 action. In any action under this subsection, the court may allow the pre-  
25 vailing party costs and reasonable attorney fees at trial and on appeal. Ex-  
26 cept as provided in subsection (3) of this section:

27 “(a) The judge shall determine the facts in an action under this sub-  
28 section; and

29 “(b) Upon any appeal of a judgment in an action under this subsection,  
30 the appellate court shall review the judgment pursuant to the standard es-

1 tablished by ORS 19.415 (3).

2 “(2) An action may be brought under subsection (1) of this section alleg-  
3 ing a violation of:

4 “(a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 408.230, 408.237 (2),  
5 475B.281, 476.574, 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547,  
6 653.549, 653.601 to 653.661, 659.852, 659A.030, 659A.040, 659A.043, 659A.046,  
7 659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to 659A.145, 659A.150 to  
8 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228, 659A.230,  
9 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300,  
10 659A.306, 659A.309, 659A.315, 659A.318, 659A.320, 659A.355 or 659A.421 **or**  
11 **sections 10 and 11 of this 2019 Act;** or

12 “(b) ORS 653.470, except an action may not be brought for a claim relating  
13 to ORS 653.450.

14 “(3) In any action under subsection (1) of this section alleging a violation  
15 of ORS 25.337, 25.424, 652.220, 652.355, 653.547, 653.549, 659.852, 659A.030,  
16 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to 659A.145,  
17 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262, 659A.290,  
18 659A.318, 659A.355 or 659A.421 **or sections 10 and 11 of this 2019 Act:**

19 “(a) The court may award, in addition to the relief authorized under  
20 subsection (1) of this section, compensatory damages or \$200, whichever is  
21 greater, and punitive damages;

22 “(b) At the request of any party, the action shall be tried to a jury;

23 “(c) Upon appeal of any judgment finding a violation, the appellate court  
24 shall review the judgment pursuant to the standard established by ORS  
25 19.415 (1); and

26 “(d) Any attorney fee agreement shall be subject to approval by the court.

27 “(4) Notwithstanding ORS 31.730, in an action under subsection (1) of this  
28 section alleging a violation of ORS 652.220, the court may award punitive  
29 damages if:

30 “(a) It is proved by clear and convincing evidence that an employer has

1 engaged in fraud, acted with malice or acted with willful and wanton mis-  
2 conduct; or

3 “(b) An employer was previously adjudicated in a proceeding under this  
4 section or under ORS 659A.850 for a violation of ORS 652.220.

5 “(5) In any action under subsection (1) of this section alleging a violation  
6 of ORS 653.060, the court may award, in addition to the relief authorized  
7 under subsection (1) of this section, compensatory damages or \$200, which-  
8 ever is greater.

9 “(6) In any action under subsection (1) of this section alleging a violation  
10 of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the  
11 relief authorized under subsection (1) of this section, compensatory damages  
12 or \$250, whichever is greater.

13 “(7) In any action under subsection (1) of this section alleging a violation  
14 of ORS 10.090 or 10.092, the court may award, in addition to the relief au-  
15 thorized under subsection (1) of this section, a civil penalty in the amount  
16 of \$720.

17 “(8) Any individual against whom any distinction, discrimination or re-  
18 striction on account of race, color, religion, sex, sexual orientation, national  
19 origin, marital status or age, if the individual is 18 years of age or older,  
20 has been made by any place of public accommodation, as defined in ORS  
21 659A.400, by any employee or person acting on behalf of the place or by any  
22 person aiding or abetting the place or person in violation of ORS 659A.406  
23 may bring an action against the operator or manager of the place, the em-  
24 ployee or person acting on behalf of the place or the aider or abettor of the  
25 place or person. Notwithstanding subsection (1) of this section, in an action  
26 under this subsection:

27 “(a) The court may award, in addition to the relief authorized under  
28 subsection (1) of this section, compensatory and punitive damages;

29 “(b) The operator or manager of the place of public accommodation, the  
30 employee or person acting on behalf of the place, and any aider or abettor

1 shall be jointly and severally liable for all damages awarded in the action;

2 “(c) At the request of any party, the action shall be tried to a jury;

3 “(d) The court shall award reasonable attorney fees to a prevailing  
4 plaintiff;

5 “(e) The court may award reasonable attorney fees and expert witness fees  
6 incurred by a defendant who prevails only if the court determines that the  
7 plaintiff had no objectively reasonable basis for asserting a claim or no  
8 reasonable basis for appealing an adverse decision of a trial court; and

9 “(f) Upon any appeal of a judgment under this subsection, the appellate  
10 court shall review the judgment pursuant to the standard established by ORS  
11 19.415 (1).

12 “(9) When the commissioner or the Attorney General has reasonable cause  
13 to believe that a person or group of persons is engaged in a pattern or  
14 practice of resistance to the rights protected by ORS 659A.145 or 659A.421  
15 or federal housing law, or that a group of persons has been denied any of the  
16 rights protected by ORS 659A.145 or 659A.421 or federal housing law, the  
17 commissioner or the Attorney General may file a civil action on behalf of  
18 the aggrieved persons in the same manner as a person or group of persons  
19 may file a civil action under this section. In a civil action filed under this  
20 subsection, the court may assess against the respondent, in addition to the  
21 relief authorized under subsections (1) and (3) of this section, a civil penalty:

22 “(a) In an amount not exceeding \$50,000 for a first violation; and

23 “(b) In an amount not exceeding \$100,000 for any subsequent violation.

24 “(10) In any action under subsection (1) of this section alleging a vio-  
25 lation of ORS 659A.145 or 659A.421 or alleging discrimination under federal  
26 housing law, when the commissioner is pursuing the action on behalf of an  
27 aggrieved complainant, the court shall award reasonable attorney fees to the  
28 commissioner if the commissioner prevails in the action. The court may  
29 award reasonable attorney fees and expert witness fees incurred by a de-  
30 fendant that prevails in the action if the court determines that the commis-

1 sioner had no objectively reasonable basis for asserting the claim or for  
2 appealing an adverse decision of the trial court.

3 “(11) In an action under subsection (1) or (9) of this section alleging a  
4 violation of ORS 659A.145 or 659A.421 or discrimination under federal hous-  
5 ing law:

6 “(a) ‘Aggrieved person’ includes a person who believes that the person:

7 “(A) Has been injured by an unlawful practice or discriminatory housing  
8 practice; or

9 “(B) Will be injured by an unlawful practice or discriminatory housing  
10 practice that is about to occur.

11 “(b) An aggrieved person in regard to issues to be determined in an action  
12 may intervene as of right in the action. The Attorney General may intervene  
13 in the action if the Attorney General certifies that the case is of general  
14 public importance. The court may allow an intervenor prevailing party costs  
15 and reasonable attorney fees at trial and on appeal.

16 **“SECTION 58.** ORS 659A.885, as amended by sections 9 and 10, chapter  
17 197, Oregon Laws 2017, and section 13, chapter 691, Oregon Laws 2017, is  
18 amended to read:

19 “659A.885. (1) Any person claiming to be aggrieved by an unlawful prac-  
20 tice specified in subsection (2) of this section may file a civil action in cir-  
21 cuit court. In any action under this subsection, the court may order  
22 injunctive relief and any other equitable relief that may be appropriate, in-  
23 cluding but not limited to reinstatement or the hiring of employees with or  
24 without back pay. A court may order back pay in an action under this sub-  
25 section only for the two-year period immediately preceding the filing of a  
26 complaint under ORS 659A.820 with the Commissioner of the Bureau of La-  
27 bor and Industries, or if a complaint was not filed before the action was  
28 commenced, the two-year period immediately preceding the filing of the  
29 action. In any action under this subsection, the court may allow the pre-  
30 vailing party costs and reasonable attorney fees at trial and on appeal. Ex-

1 cept as provided in subsection (3) of this section:

2 “(a) The judge shall determine the facts in an action under this sub-  
3 section; and

4 “(b) Upon any appeal of a judgment in an action under this subsection,  
5 the appellate court shall review the judgment pursuant to the standard es-  
6 tablished by ORS 19.415 (3).

7 “(2) An action may be brought under subsection (1) of this section alleg-  
8 ing a violation of:

9 “(a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 408.230, 408.237 (2),  
10 475B.281, 476.574, 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547,  
11 653.549, 653.601 to 653.661, 659.852, 659A.030, 659A.040, 659A.043, 659A.046,  
12 659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to 659A.145, 659A.150 to  
13 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228, 659A.230,  
14 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300,  
15 659A.306, 659A.309, 659A.315, 659A.318, 659A.320, 659A.355, 659A.357 or  
16 659A.421 **or sections 10 and 11 of this 2019 Act**; or

17 “(b) ORS 653.470, except an action may not be brought for a claim relating  
18 to ORS 653.450.

19 “(3) In any action under subsection (1) of this section alleging a violation  
20 of ORS 25.337, 25.424, 652.220, 652.355, 653.547, 653.549, 659.852, 659A.030,  
21 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to 659A.145,  
22 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262, 659A.290,  
23 659A.318, 659A.355, 659A.357 or 659A.421 **or sections 10 and 11 of this 2019**  
24 **Act**:

25 “(a) The court may award, in addition to the relief authorized under  
26 subsection (1) of this section, compensatory damages or \$200, whichever is  
27 greater, and punitive damages;

28 “(b) At the request of any party, the action shall be tried to a jury;

29 “(c) Upon appeal of any judgment finding a violation, the appellate court  
30 shall review the judgment pursuant to the standard established by ORS

1 19.415 (1); and

2 “(d) Any attorney fee agreement shall be subject to approval by the court.

3 “(4) Notwithstanding ORS 31.730, in an action under subsection (1) of this  
4 section alleging a violation of ORS 652.220, the court may award punitive  
5 damages if:

6 “(a) It is proved by clear and convincing evidence that an employer has  
7 engaged in fraud, acted with malice or acted with willful and wanton mis-  
8 conduct; or

9 “(b) An employer was previously adjudicated in a proceeding under this  
10 section or under ORS 659A.850 for a violation of ORS 652.220.

11 “(5) In any action under subsection (1) of this section alleging a violation  
12 of ORS 653.060, the court may award, in addition to the relief authorized  
13 under subsection (1) of this section, compensatory damages or \$200, which-  
14 ever is greater.

15 “(6) In any action under subsection (1) of this section alleging a violation  
16 of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the  
17 relief authorized under subsection (1) of this section, compensatory damages  
18 or \$250, whichever is greater.

19 “(7) In any action under subsection (1) of this section alleging a violation  
20 of ORS 10.090 or 10.092, the court may award, in addition to the relief au-  
21 thorized under subsection (1) of this section, a civil penalty in the amount  
22 of \$720.

23 “(8) Any individual against whom any distinction, discrimination or re-  
24 striction on account of race, color, religion, sex, sexual orientation, national  
25 origin, marital status or age, if the individual is 18 years of age or older,  
26 has been made by any place of public accommodation, as defined in ORS  
27 659A.400, by any employee or person acting on behalf of the place or by any  
28 person aiding or abetting the place or person in violation of ORS 659A.406  
29 may bring an action against the operator or manager of the place, the em-  
30 ployee or person acting on behalf of the place or the aider or abettor of the



1 place or person. Notwithstanding subsection (1) of this section, in an action  
2 under this subsection:

3 “(a) The court may award, in addition to the relief authorized under  
4 subsection (1) of this section, compensatory and punitive damages;

5 “(b) The operator or manager of the place of public accommodation, the  
6 employee or person acting on behalf of the place, and any aider or abettor  
7 shall be jointly and severally liable for all damages awarded in the action;

8 “(c) At the request of any party, the action shall be tried to a jury;

9 “(d) The court shall award reasonable attorney fees to a prevailing  
10 plaintiff;

11 “(e) The court may award reasonable attorney fees and expert witness fees  
12 incurred by a defendant who prevails only if the court determines that the  
13 plaintiff had no objectively reasonable basis for asserting a claim or no  
14 reasonable basis for appealing an adverse decision of a trial court; and

15 “(f) Upon any appeal of a judgment under this subsection, the appellate  
16 court shall review the judgment pursuant to the standard established by ORS  
17 19.415 (1).

18 “(9) When the commissioner or the Attorney General has reasonable cause  
19 to believe that a person or group of persons is engaged in a pattern or  
20 practice of resistance to the rights protected by ORS 659A.145 or 659A.421  
21 or federal housing law, or that a group of persons has been denied any of the  
22 rights protected by ORS 659A.145 or 659A.421 or federal housing law, the  
23 commissioner or the Attorney General may file a civil action on behalf of  
24 the aggrieved persons in the same manner as a person or group of persons  
25 may file a civil action under this section. In a civil action filed under this  
26 subsection, the court may assess against the respondent, in addition to the  
27 relief authorized under subsections (1) and (3) of this section, a civil penalty:

28 “(a) In an amount not exceeding \$50,000 for a first violation; and

29 “(b) In an amount not exceeding \$100,000 for any subsequent violation.

30 “(10) In any action under subsection (1) of this section alleging a vio-

1 lation of ORS 659A.145 or 659A.421 or alleging discrimination under federal  
2 housing law, when the commissioner is pursuing the action on behalf of an  
3 aggrieved complainant, the court shall award reasonable attorney fees to the  
4 commissioner if the commissioner prevails in the action. The court may  
5 award reasonable attorney fees and expert witness fees incurred by a de-  
6 fendant that prevails in the action if the court determines that the commis-  
7 sioner had no objectively reasonable basis for asserting the claim or for  
8 appealing an adverse decision of the trial court.

9 “(11) In an action under subsection (1) or (9) of this section alleging a  
10 violation of ORS 659A.145 or 659A.421 or discrimination under federal hous-  
11 ing law:

12 “(a) ‘Aggrieved person’ includes a person who believes that the person:

13 “(A) Has been injured by an unlawful practice or discriminatory housing  
14 practice; or

15 “(B) Will be injured by an unlawful practice or discriminatory housing  
16 practice that is about to occur.

17 “(b) An aggrieved person in regard to issues to be determined in an action  
18 may intervene as of right in the action. The Attorney General may intervene  
19 in the action if the Attorney General certifies that the case is of general  
20 public importance. The court may allow an intervenor prevailing party costs  
21 and reasonable attorney fees at trial and on appeal.

22

23 **“APPROPRIATION LOAN**

24

25 **“SECTION 59. There is appropriated to the Employment Depart-**  
26 **ment, for the biennium beginning July 1, 2019, out of the General**  
27 **Fund, the amount of \$\_\_\_\_\_, to enable the department to carry out**  
28 **the purposes of section 60 of this 2019 Act.**

29 **“SECTION 60. (1) The moneys appropriated under section 59 of this**  
30 **2019 Act are continuously appropriated to the Employment Depart-**

1 ment to cover start-up costs related to the establishment of the family  
2 and medical leave insurance program under section 33 of this 2019 Act.

3 “(2) When the department determines that moneys in sufficient  
4 amount are available in the Paid Family and Medical Leave Insurance  
5 Fund established under section 39 of this 2019 Act, but in no event  
6 later than January 1, 2023, the department shall reimburse the General  
7 Fund, without interest, in an amount equal to the amount from the  
8 General Fund appropriated as provided in section 59 of this 2019 Act.

9 “SECTION 61. Preemption. Except as provided in section 43 of this  
10 2019 Act, sections 1 to 51 of this 2019 Act supersede and preempt any  
11 rule, regulation, code or ordinance of any unit of a local government,  
12 as defined in ORS 174.116, relating to paid family and medical leave.

13 “SECTION 62. The Director of the Employment Department shall  
14 establish the family and medical leave insurance program under sec-  
15 tion 33 of this 2019 Act such that eligible employees as defined in sec-  
16 tion 2 of this 2019 Act and employers may begin making contributions  
17 to the program no later than January 1, 2022.

18 “SECTION 63. Operative dates. (1)(a) Sections 8, 11, 14, 16 to 31, 37,  
19 43 to 48, 49a and 61 of this 2019 Act become operative on January 1,  
20 2022.

21 “(b) Sections 3 to 7, 9, 10, 12, 13, 15, 42 and 50 of this 2019 Act become  
22 operative on January 1, 2023.

23 “(c) The amendments to ORS 410.619 by sections 52 and 53 of this  
24 2019 Act become operative on January 1, 2022.

25 “(d) The amendments to ORS 657.100, 657.471 and 659A.162 by  
26 sections 54, 55 and 56 of this 2019 Act become operative on January 1,  
27 2023.

28 “(e) The amendments to ORS 659A.885 by sections 57 and 58 of this  
29 2019 Act become operative January 1, 2025.

30 “(2) The Employment Department and the Department of Revenue

1 may take any action before the operative dates specified in subsection  
2 (1) of this section that is necessary to enable the departments to ex-  
3 ercise, on or after the operative dates specified in subsection (1) of this  
4 section, the duties, functions and powers conferred on the departments  
5 by sections 1 to 51 of this 2019 Act.

6 **SECTION 64.** The section captions used in this 2019 Act are pro-  
7 vided only for the convenience of the reader and do not become part  
8 of the statutory law of this state or express any legislative intent in  
9 the enactment of this 2019 Act.

10 **SECTION 65.** This 2019 Act takes effect on the 91st day after the  
11 date on which the 2019 regular session of the Eightieth Legislative  
12 Assembly adjourns sine die.”

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