

House Bill 3398

Sponsored by COMMITTEE ON RULES (at the request of Employment Department)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Delays implementation requirements for paid family and medical leave program.
Takes effect on 91st day following adjournment sine die.

A BILL FOR AN ACT

1
2 Relating to family medical leave benefits; amending ORS 657B.340 and sections 50, 51, 60, 62 and
3 63, chapter 700, Oregon Laws 2019; and prescribing an effective date.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 657B.340 is amended to read:

6 657B.340. (1) The Director of the Employment Department shall establish a family and medical
7 leave insurance program to provide family and medical leave insurance benefits to a covered indi-
8 vidual as specified in this chapter.

9 (2) Not later than [*September 1, 2021*] **September 1, 2022**, the director shall adopt rules that are
10 necessary to establish the program under subsection (1) of this section, including but not limited to
11 rules that:

12 (a) Establish an outreach plan for the program to receive input from, and disseminate informa-
13 tion to, employers and eligible employees.

14 (b) Establish a process by which employers may apply for approval of an employer-offered ben-
15 efit plan under ORS 657B.210.

16 (c) Establish alternatives by which an employer may determine a benefit year period, including
17 on a calendar year and noncalendar year basis.

18 (3) The director may enter into interagency agreements to perform the duties and functions
19 necessary to implement and administer this chapter.

20 (4) Whenever possible, the director shall use existing employer and public infrastructure to
21 maintain records, conduct outreach and facilitate contributions made to the program.

22 (5) All agencies of state government, as defined in ORS 174.111, shall, upon request of the di-
23 rector, assist in the performance of the director's duties under this chapter, including but not limited
24 to outreach, technical assistance and training.

25 **SECTION 2.** Section 50, chapter 700, Oregon Laws 2019, is amended to read:

26 **Sec. 50.** Beginning [*January 1, 2023*] **January 1, 2024**, and not more than once each year for
27 three consecutive calendar years thereafter, the Director of the Employment Department shall con-
28 duct a review of the expenses incurred by the Employment Department in reviewing plans for ap-
29 proval under [*section 43 of this 2019 Act*] **ORS 657B.210**, including an analysis of adequacy of the
30 application fee determined by the department and administrative expenses related to request for
31 review of determinations regarding approval or denial of applications as provided under [*section 31*

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted.
New sections are in **boldfaced** type.

1 *of this 2019 Act*] **ORS 657B.410.**

2 **SECTION 3.** Section 51, chapter 700, Oregon Laws 2019, is amended to read:

3 **Sec. 51.** (1)(a) The Director of the Employment Department shall submit to the interim commit-
4 tees of the Legislative Assembly related to workforce or business and labor, in the manner provided
5 in ORS 192.245, reports summarizing the Employment Department's progress toward implementing
6 the family and medical leave insurance program described in [*sections 1 to 51 of this 2019 Act*] **ORS**
7 **chapter 657B.**

8 (b) The director shall submit the first report not later than February 15, 2020, and a second
9 report not later than [*September 1, 2021*] **September 1, 2022.**

10 (2) Beginning on [*July 1, 2023*] **July 1, 2024**, and once during each of the following three con-
11 secutive biennia, the director shall, to the extent that the director has acquired the information,
12 submit to the interim committees of the Legislative Assembly related to workforce or business and
13 labor, in the manner provided in ORS 192.245, a report that includes:

14 (a) The total number of claims submitted under [*section 12 of this 2019 Act*] **ORS 657B.090.**

15 (b) The number of claims allowed under [*section 13 of this 2019 Act*] **ORS 657B.100** and the
16 number of claims denied under [*section 13 of this 2019 Act*] **ORS 657B.100.**

17 (c) The total amount of benefits paid out of the Paid Family and Medical Leave Insurance Fund
18 established under [*section 39 of this 2019 Act*] **ORS 657B.430.**

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

21 (e) The amount of contributions collected under [*section 16 of this 2019 Act*] **ORS 657B.150.**

22 (f) The number of applications for plan approval submitted under [*section 43 of this 2019 Act*]
23 **ORS 657B.210**, including the number of plans approved and the costs the department incurred in
24 reviewing such applications.

25 (g) The number of applications received by the department for employer assistance and the total
26 amounts awarded in grants under [*section 42 of this 2019 Act*] **ORS 657B.200.**

27 (h) The director shall include in the reports described in this subsection any recommendations
28 made by the advisory committee under [*section 36 of this 2019 Act*] **ORS 657B.380.**

29 **SECTION 4.** Section 60, chapter 700, Oregon Laws 2019, is amended to read:

30 **Sec. 60.** When the Employment Department determines that moneys in sufficient amount are
31 available in the Paid Family and Medical Leave Insurance Fund established under [*section 39 of this*
32 *2019 Act*] **ORS 657B.430**, but in no event later than [*January 1, 2023*] **June 30, 2023**, the department
33 shall reimburse the General Fund, without interest, in an amount equal to the amount from the
34 General Fund appropriated as provided in section 59, **chapter 700, Oregon Laws 2019** [*of this 2019*
35 *Act*], **as modified by section 62, chapter 9, Oregon Laws 2020 (second special session).**

36 **SECTION 5.** Section 62, chapter 700, Oregon Laws 2019, is amended to read:

37 **Sec. 62.** The Director of the Employment Department shall establish the family and medical
38 leave insurance program under [*section 33 of this 2019 Act*] **ORS 657B.340** such that eligible em-
39 ployees as defined in [*section 2 of this 2019 Act*] **ORS 657B.010** and employers may begin making
40 contributions to the program no later than [*January 1, 2022*] **January 1, 2023.**

41 **SECTION 6.** Section 63, chapter 700, Oregon Laws 2019, is amended to read:

42 **Sec. 63.** (1)(a) [*Sections 8, 11, 14, 16 to 31, 37, 41, 43 to 48, 49a and 61 of this 2019 Act*] **ORS**
43 **657B.070, 657B.080, 657B.110, 657B.130, 657B.150, 657B.175, 657B.180, 657B.190, 657B.210,**
44 **657B.220, 657B.230, 657B.240, 657B.250, 657B.260, 657B.280, 657B.290, 657B.300, 657B.310,**
45 **657B.320, 657B.330, 657B.370, 657B.390, 657B.410, 657B.440, 657B.460, 657B.470, 657B.900,**

1 **657B.910 and 657B.920 and section 50, chapter 700, Oregon Laws 2019**, become operative on
2 *[January 1, 2022]* **January 1, 2023**.

3 (b) *[Sections 3 to 7, 9, 10, 12, 13, 15, 42 and 50 of this 2019 Act]* **ORS 657B.015, 657B.020,**
4 **657B.025, 657B.030, 657B.050, 657B.060, 657B.090, 657B.100, 657B.120 and 657B.200** become oper-
5 ative on *[January 1, 2023]* **September 3, 2023**.

6 *[(c) The amendments to ORS 410.619 by sections 52 and 53 of this 2019 Act become operative on*
7 *January 1, 2022.]*

8 (c) **ORS 657B.040 becomes operative on August 3, 2023.**

9 (d) **The amendments to ORS 410.619 by sections 52 and 53, chapter 700, Oregon Laws 2019,**
10 **and the amendments to ORS 657.100[, and 657.471 [and 659A.162]** by sections *[54, 55 and 56 of this*
11 *2019 Act]* **54 and 55, chapter 700, Oregon Laws 2019**, become operative on January 1, 2023.

12 (e) **The amendments to ORS 659A.162 by section 56, chapter 700, Oregon Laws 2019, be-**
13 **come operative on September 3, 2023.**

14 *[(e)]* (f) The amendments to ORS 659A.885 by sections 57 and 58 *[of this 2019 Act]*, **chapter 700,**
15 **Oregon Laws 2019**, become operative January 1, 2025.

16 (2) The Employment Department and the Department of Revenue may take any action before the
17 operative dates specified in subsection (1) of this section that is necessary to enable the departments
18 to exercise, on and after the operative dates specified in subsection (1) of this section, the duties,
19 functions and powers conferred on the departments by *[sections 1 to 51 of this 2019 Act]* **ORS**
20 **chapter 657B.**

21 **SECTION 7. This 2021 Act takes effect on the 91st day after the date on which the 2021**
22 **regular session of the Eighty-first Legislative Assembly adjourns sine die.**

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