

Sept. 27, 2023

**Oregon Employment Department
Presentation to House Interim Committee
on Business and Labor**

**Current Treatment of Professional
Employer Organizations (PEOs)**

Oregon Employment Department

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PEO Definition

- ORS 656.850 – Definition of PEO
- “Worker leasing company” means a person who provides workers, by contract and for a fee, to work for a client but does not include a person who provides workers to a client on a temporary basis.

OED and PEOs

- Client employees are considered employees of the PEO
- Quarterly payroll report for all client employers are filed under the PEO
- Treated as one employer for UI tax rates and Paid Leave Oregon employer size



Questions?

Appendix: UI Employer Statutes & Administrative Rules

Statutes:

657.020 Employing Unit

657.025 Employer

657.471 Manner of Charging Benefits to Employer

657.475 Where a Number of the Same Workers are Employed by Several Employers

657.477 Related Corporations as Common Paymaster

657.480 Effect of Transfer of Trade or Business

657.485 Notice of (tax) Rate

657.571 Quarterly or Annual Tax Report

657.679 Determination that Employing Unit or Employment is Subject to this Chapter

Appendix: UI Employer Statutes & Administrative Rules

Administrative Rules:

- 471-031-0070 Taxes
- 471-031-0075 Appointment of an Agent to Act on Behalf of a Group of Employers
- 471-031-0076 Common Paymaster
- 471-031-0077 Coemployment/Payrolling
- 471-031-0085 Employer Wages and Hours of Work Report
- 471-031-0139 Employing Enterprise and Prohibited Activities
- 471-031-0140 Transfer of Experience Determination, Tax Rate, Consolidation
- 471-031-0141 Partial Transfer of Experience
- 471-031-0142 Acquiring an Employing Entity: Active or Inactive

Appendix: Paid Leave Oregon Employer Statutes & Administrative Rules

Statutes:

- 657B.010 Employer
- 657B.150 Contributions
- 657B.360 Employer Size

Administrative Rules:

- 471-070-0400 Employer definition
- 471-070-3030 Contribution wage reporting and payments
- 471-070-3040 Withholding of Employee Contributions
- 471-070-3150 Employer Size Definitions
- 471-070-3160 Determining Employer Size