

SB 999 STAFF MEASURE SUMMARY

Senate Committee On Labor and Business

Prepared By: Whitney Perez, LPRO Analyst

Meeting Dates: 3/23, 3/30

WHAT THE MEASURE DOES:

Directs Bureau of Labor and Industries (BOLI) to study issues relating to different leave laws permitting a person to take paid or unpaid time off of work for qualifying reasons. Directs BOLI to report to Legislative Assembly by September 15, 2024. Sunsets on January 2, 2025.

ISSUES DISCUSSED:

- Alignment between Paid Leave Oregon and Oregon Family Leave Act (OFLA)
- OFLA is job protected, unpaid leave
- Paid Leave Oregon is job protected and paid leave
- OFLA protects some leave types that are not covered by Paid Leave Oregon
- Need for concurrence on coordination of leave
- Clarity and concurrence for "family member" definition

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The family and medical leave insurance program, known as Paid Leave Oregon, is contained in ORS chapter 657B and was enacted by the Legislative Assembly in 2019. Paid Leave Oregon allows Oregon employees to take paid time off for specified family, medical, or safety-related leave, such as family leave to care for a family member with a serious illness or family leave to care for a child following birth. Paid Leave Oregon required employees and employers with 25 or more employees to begin making contributions into the program on January 1, 2023. Employees can begin applying for benefits under Paid Leave Oregon on September 3, 2023. Employers can opt to offer employees their own equivalent plan to Paid Leave Oregon, which must be approved by the Employment Department. Self-employed persons and independent contractors can elect to participate in Paid Leave Oregon.

The Oregon Family Leave Act (OFLA) applies to employers with 25 or more employees. OFLA permits employees to take up to 12 weeks of leave per year for qualifying reasons, such as sick child leave or serious health condition leave. Generally, leave taken under OFLA is unpaid unless an employee uses their vacation, sick, or other paid leave.

Senate Bill 999 requires the Bureau of Labor and Industries to study issues relating to different leave laws that allow a person to take time off of work for qualifying reasons.