

Enrolled House Bill 3331

Sponsored by Representative HOLVEY

CHAPTER

AN ACT

Relating to shared work plans; amending ORS 657.370 and 657.380; and prescribing an effective date.

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

SECTION 1. ORS 657.370 is amended to read:

657.370. As used in ORS 657.370 to 657.390, unless the context requires otherwise:

(1) "Affected employee" means an individual who [*was continuously*] **is** employed as a member of [*the*] **an** affected group[,] by the shared work employer, [*for six months on a full-time basis or for one year on a part-time basis, but not*] **other than** on a seasonal, temporary or intermittent basis, immediately preceding the submission by the employer of the shared work plan.

(2) "Affected group" means three or more employees designated by the employer to participate in a shared work plan.

(3) "Approved shared work plan" or "approved plan" means an employer's shared work plan that meets the requirements of ORS 657.375.

(4) "Normal weekly hours of work" means the number of hours in a week that the employee normally would work for the shared work employer or 40 hours, whichever is less.

(5) "Shared work employer" means an employer with a shared work plan in effect.

(6) "Shared work plan" or "plan" means an employer's voluntary, written plan for reducing unemployment, under which a specified group of employees shares the work remaining after their normal weekly hours of work are reduced.

SECTION 2. ORS 657.380 is amended to read:

657.380. (1) Notwithstanding any other provision of this chapter, for the purposes of ORS 657.370 to 657.390, an individual is unemployed and eligible to receive shared work benefits with respect to any week if, in addition to meeting all other eligibility requirements of this chapter, the Director of the Employment Department finds that:

(a) During the week the individual is employed as a member of an affected group in an approved plan that was approved prior to the week and is in effect for the week.

(b) During the week the individual's normal weekly hours of work were reduced, in accordance with an approved plan, at least [20] **10** percent but not more than [40] **50** percent, with a corresponding reduction in wages.

(2) Shared work benefits may not be paid to an eligible individual in an amount greater than 26 times the individual's weekly benefit amount of regular benefits.

(3) The total amount of regular benefits and shared work benefits paid to an individual in a benefit year may not exceed the total for the benefit year as provided in ORS 657.150 (5).

(4) An otherwise eligible individual may not be denied benefits under this section:

(a) Because of the application of any provision of this chapter relating to availability for work, active search for work or refusal to apply for or accept work from other than the individual's shared work employer.

(b) For participating in training to enhance the job skills of the individual, if the training is sponsored by the employer or funded under the federal Workforce Innovation and Opportunity Act, and approved by the director.

SECTION 3. This 2023 Act takes effect on the 91st day after the date on which the 2023 regular session of the Eighty-second Legislative Assembly adjourns sine die.

Passed by House March 20, 2023

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Timothy G. Sekerak, Chief Clerk of House

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Dan Rayfield, Speaker of House

Passed by Senate April 27, 2023

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Rob Wagner, President of Senate

Received by Governor:

.....M.,....., 2023

Approved:

.....M.,....., 2023

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Tina Kotek, Governor

Filed in Office of Secretary of State:

.....M.,....., 2023

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Shemia Fagan, Secretary of State