

**Enrolled**  
**Senate Bill 999**

Sponsored by COMMITTEE ON LABOR AND BUSINESS

CHAPTER .....

AN ACT

Relating to leave laws concerning time off from work; creating new provisions; amending ORS 657B.060, 657B.070, 659A.150, 659A.171 and 659A.186; and declaring an emergency.

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

**OREGON FAMILY LEAVE ACT**

**SECTION 1.** Sections 2, 4 and 5 are added to and made a part of ORS 659A.150 to 659A.186.

**SECTION 2.** (1) For purposes of determining the amount of family leave that an eligible employee is entitled to take within a given one-year period, “one-year period” means:

(a) A period of 52 consecutive weeks beginning on the Sunday immediately preceding the date on which family leave commences; or

(b) A consecutive 12-month period, such as a calendar year commencing on January 1 and ending on December 31 following, a fiscal year, the 12-month period that ends on the date that the employee uses any family leave or the 12-month period that begins on the date on which an employee commences a period of family leave.

(2) The Commissioner of the Bureau of Labor and Industries may adopt any rules necessary to implement and administer this section.

**SECTION 3.** Section 2 of this 2023 Act is amended to read:

**Sec. 2.** (1) For purposes of determining the amount of family leave that an eligible employee is entitled to take within a given one-year period, “one-year period” means[:]

*[(a)]* a period of 52 consecutive weeks beginning on the Sunday immediately preceding the date on which family leave commences[; or].

*[(b)]* A consecutive 12-month period, such as a calendar year commencing on January 1 and ending on December 31 following, a fiscal year, the 12-month period that ends on the date that the employee uses any family leave or the 12-month period that begins on the date on which an employee commences a period of family leave.]

(2) The Commissioner of the Bureau of Labor and Industries may adopt any rules necessary to implement and administer this section.

**SECTION 4.** In order to determine whether an individual qualifies as a family member by reason of affinity, as that term is used in ORS 659A.150, consideration shall be given to whether there exists a significant personal bond attributable to factors, established by the Commissioner of the Bureau of Labor and Industries by rule, that, when examined in total, resemble a family relationship.

**SECTION 5. (1) The Commissioner of the Bureau of Labor and Industries shall adopt rules necessary to implement and administer section 4 of this 2023 Act. The rules may include rules for developing and using an attestation form by which an employee may attest to the affinity factors described in section 4 of this 2023 Act. Any rules adopted under this section relating to the factors described in section 4 of this 2023 Act shall be consistent with the rules established by the Employment Department under section 10 of this 2023 Act.**

**(2) The Commissioner of the Bureau of Labor and Industries shall adopt rules under this section in time for the rules to become operative no later than September 3, 2023.**

**SECTION 6.** ORS 659A.150 is amended to read:

659A.150. As used in ORS 659A.150 to 659A.186:

(1) “Covered employer” means an employer described in ORS 659A.153.

(2) “Eligible employee” means any employee of a covered employer other than those employees exempted under the provisions of ORS 659A.156.

(3) “Family leave” means a leave of absence described in ORS 659A.159, except that “family leave” does not include leave taken by an eligible employee who is unable to work because of a disabling compensable injury, as defined in ORS 656.005, under ORS chapter 656.

(4) “Family member” means [*the spouse of an employee, the biological, adoptive or foster parent or child of the employee, the grandparent or grandchild of the employee, a parent-in-law of the employee or a person with whom the employee was or is in a relationship of in loco parentis.*]:

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

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

**(c) A parent of a covered individual or the parent’s spouse or domestic partner;**

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

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

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

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

**(h) Any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship.**

(5) “Health care provider” means:

(a) A person who is primarily responsible for providing health care to an eligible employee or a family member of an eligible employee, who is performing within the scope of the person’s professional license or certificate and who is:

(A) A physician licensed under ORS chapter 677;

(B) A physician assistant licensed under ORS 677.505 to 677.525;

(C) A dentist licensed under ORS 679.090;

(D) A psychologist licensed under ORS 675.030;

(E) An optometrist licensed under ORS 683.070;

(F) A naturopath licensed under ORS 685.080;

(G) A registered nurse licensed under ORS 678.050;

(H) A nurse practitioner licensed under ORS 678.375;

(I) A direct entry midwife licensed under ORS 687.420;

(J) A licensed registered nurse licensed by the Oregon State Board of Nursing as a nurse practitioner specializing in nurse midwifery;

(K) A regulated social worker authorized to practice regulated social work under ORS 675.510 to 675.600; or

(L) A chiropractic physician licensed under ORS 684.054, but only to the extent the chiropractic physician provides treatment consisting of manual manipulation of the spine to correct a subluxation demonstrated to exist by X-rays.

(b) A person who is primarily responsible for the treatment of an eligible employee or a family member of an eligible employee solely through spiritual means, including but not limited to a Christian Science practitioner.

(6) "Public health emergency" means:

(a) A public health emergency declared under ORS 433.441.

(b) An emergency declared under ORS 401.165 if related to a public health emergency as defined in ORS 433.442.

(7) "Serious health condition" means:

(a) An illness, injury, impairment or physical or mental condition that requires inpatient care in a hospital, hospice or residential medical care facility;

(b) An illness, disease or condition that in the medical judgment of the treating health care provider poses an imminent danger of death, is terminal in prognosis with a reasonable possibility of death in the near future, or requires constant care;

(c) Any period of disability due to pregnancy, or period of absence for prenatal care; or

(d) Any period of absence for the donation of a body part, organ or tissue, including preoperative or diagnostic services, surgery, post-operative treatment and recovery.

**SECTION 7.** ORS 659A.171 is amended to read:

659A.171. (1) After returning to work after taking family leave under the provisions of ORS 659A.150 to 659A.186, an eligible employee is entitled to be restored to the position of employment held by the employee when the leave commenced if that position still exists, without regard to whether the employer filled the position with a replacement worker during the period of family leave. If the position held by the employee at the time family leave commenced no longer exists, the employee is entitled to be restored to any available equivalent position with equivalent employment benefits, pay and other terms and conditions of employment. If an equivalent position is not available at the job site of the employee's former position, the *[employee may be offered]* **employer shall offer the employee** an equivalent position at a job site located within [20] **50** miles of the job site of the employee's former position, **if such a position is available. If equivalent positions are available at multiple job sites, the employer shall first offer the employee the position at the job site that is nearest to the job site of the employee's former position.**

(2) Except for employee benefits used during the period of leave, the taking of family leave under ORS 659A.150 to 659A.186 shall not result in the loss of any employment benefit accrued before the date on which the leave commenced.

(3) This section does not entitle any employee to:

(a) Any accrual of seniority or employment benefits during a period of family leave; or

(b) Any right, benefit or position of employment other than the rights, benefits and position that the employee would have been entitled to had the employee not taken the family leave.

(4)(a) Before restoring an employee to a position under subsection (1) of this section, an employer may require that the employee receive certification from the employee's health care provider that the employee is able to resume work. Certification under this subsection may only be required pursuant to a uniformly applied practice or policy of the employer.

(b) This subsection does not affect the ability of an employer to require an employee during a period of family leave to report periodically to the employer on the employee's status and on the employee's intention to return to work.

(5)(a) Except as provided in paragraph (b) of this subsection, benefits are not required to continue to accrue during a period of family leave unless continuation or accrual is required under an agreement of the employer and the employee, a collective bargaining agreement or an employer policy.

(b) If the employee is provided group health insurance, the employee is entitled to the continuation of group health insurance coverage during the period of family leave on the same terms as if the employee had continued to work. If family member coverage is provided to the employee, family member coverage must be maintained during the period of family leave. The employee must continue to make any regular contributions to the cost of the health insurance premiums.

(c) Notwithstanding ORS 652.610 (3) and except as provided in paragraph (b) of this subsection, if the employer is required or elects to pay any part of the costs of providing disability, life or other insurance coverage for an employee during the period of family leave that should have been paid by the employee, the employer may deduct from the employee's pay such amounts upon the employee's return to work until the amount the employer advanced toward the payments is paid. In no event may the total amount deducted for insurance under the provisions of this subsection exceed 10 percent of the employee's gross pay each pay period.

(6) Notwithstanding ORS 652.610 (3), if the employer pays any part of the costs of health, disability, life or other insurance coverage for an employee under the provisions of subsection (5) of this section, and the employee does not return to employment with the employer after taking family leave, the employer may deduct amounts paid by the employer from any amounts owed by the employer to the employee, or may seek to recover those amounts by any other legal means, unless the employee fails to return to work because of:

(a) A continuation, reoccurrence or onset of a serious health condition that would entitle the employee to leave for one of the purposes specified by ORS 659A.159 (1)(b) or (c); or

(b) Other circumstances beyond the control of the employee.

**SECTION 8.** ORS 659A.186 is amended to read:

659A.186. (1) ORS 659A.150 to 659A.186 do not limit any right of an employee to any leave that is similar to the leave described in ORS 659A.159 (1) and to which the employee may be entitled under any agreement between the employer and the employee, collective bargaining agreement or employer policy.

(2) ORS 659A.150 to 659A.186 shall be construed to the extent possible in a manner that is consistent with any similar provisions of the federal Family and Medical Leave Act of 1993. [*Family leave*] **If family leave taken under ORS 659A.150 to 659A.186 qualifies as protected leave pursuant to the federal Family and Medical Leave Act of 1993 (P.L. 103-3) or qualifies as family leave or medical leave taken pursuant to ORS chapter 657B, family leave taken under ORS 659A.150 to 659A.186 must be taken concurrently with, and not in addition to, any leave taken under the federal Family and Medical Leave Act of 1993 (P.L. 103-3) and under ORS chapter 657B.**

## PAID FAMILY LEAVE

**SECTION 9.** Sections 10 and 11 of this 2023 Act are added to and made a part of ORS chapter 657B.

**SECTION 10.** In order to determine whether an individual qualifies as a family member by reason of affinity, as that term is used in ORS 657B.010, consideration shall be given to whether there exists a significant personal bond attributed to factors, established by the Director of the Employment Department by rule, that, when examined in total, resemble a family relationship.

**SECTION 11.** (1) The Director of the Employment Department shall adopt rules to implement and administer section 10 of this 2023 Act. Rules adopted by the director under this section may include rules for developing and using an attestation form by which an employee may attest to the affinity factors described in section 10 of this 2023 Act.

(2) The director shall adopt rules under this section in time for the rules to become operative no later than September 3, 2023.

**SECTION 12.** ORS 657B.060 is amended to read:

657B.060. (1)(a) Except as provided in paragraph (b) of this subsection, after returning to work after a period of family leave, medical leave or safe leave, an eligible employee is entitled to be restored to the position of employment held by the employee when the leave commenced, if that position still exists, without regard to whether the employer filled the position with a replacement worker during the period of leave. If the position held by the employee at the time leave commenced no longer exists, the employee is entitled to be restored to any available equivalent position with

equivalent employment benefits, pay and other terms and conditions of employment. **If an equivalent position is not available at the job site of the employee's former position, the employer shall offer the employee an equivalent position at a job site located within 50 miles of the job site of the employee's former position, if such a position is available. If equivalent positions are available at multiple job sites, the employer shall first offer the employee the position at the job site that is nearest to the job site of the employee's former position.**

(b) For employers that employ fewer than 25 employees, if the position held by an eligible employee when the employee's leave commenced no longer exists, an employer may, at the employer's discretion based on business necessity, restore the eligible employee to a different position with similar job duties and with the same employment benefits and pay.

(2)(a) During a period in which an eligible employee takes leave described under subsection (1) of this section, the employer shall maintain any health care benefits the employee had prior to taking such leave for the duration of the leave, as if the employee had continued in employment continuously during the period of leave. **The employee must continue to make any regular contributions to the cost of the health insurance premiums.**

(b) **Notwithstanding ORS 652.610 (3) and except as provided in paragraph (a) of this subsection, if the employer is required or elects to pay any part of the costs of providing disability, life or other insurance coverage for an eligible employee during the period of family leave that should have been paid by the employee, the employer may deduct from the employee's pay such amounts upon the employee's return to work until the amount the employer advanced toward the payments is paid. In no event may the total amount deducted for insurance under the provisions of this subsection exceed 10 percent of the employee's gross pay each period.**

(3) An eligible employee who has taken leave described under subsection (1) of this section does not lose any employment benefits, including seniority or pension rights, accrued before the date on which the leave commenced.

(4) It is an unlawful employment practice to discriminate against an eligible employee who has invoked any provision of this chapter.

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

(6)(a) Nothing in this section requires an employer to retain a temporary worker who was hired to replace an eligible employee taking family leave, medical leave or safe leave after the eligible employee has returned to work.

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

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

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

(c) An employer shall, either at the time of hire or before reassignment, inform a temporary worker or an employee who is reassigned to a position to temporarily replace an eligible employee during a period of leave of the information provided under this subsection.

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

**SECTION 13.** ORS 657B.070 is amended to read:

657B.070. (1) It is an unlawful employment practice for an employer to:

(a) Violate ORS 657B.060.

(b) Deny leave or interfere with any other right to which an eligible employee is entitled under this chapter.

(c) Retaliate or in any way discriminate against an employee with respect to hire or tenure or any other term or condition of employment because the employee has inquired about the rights or responsibilities under this chapter.

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

**(b) This subsection does not apply if the process described in ORS 657B.410, or the method established under ORS 657B.420, provides a remedy for the alleged violation.**

**UNIT CAPTIONS**

**SECTION 14. The unit captions used in this 2023 Act are provided only for the convenience of the reader and do not become part of the statutory law of this state or express any legislative intent in the enactment of this 2023 Act.**

**EFFECTIVE AND OPERATIVE DATES**

**SECTION 15. (1) Sections 4 and 10 of this 2023 Act and the amendments to ORS 657B.060, 657B.070, 659A.150, 659A.171 and 659A.186 by sections 6, 7, 8, 12 and 13 of this 2023 Act become operative on September 3, 2023.**

**(2) The amendments to section 2 of this 2023 Act by section 3 of this 2023 Act become operative on July 1, 2024.**

**SECTION 16. This 2023 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect on its passage.**

**Passed by Senate April 25, 2023**

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Lori L. Brocker, Secretary of Senate

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Rob Wagner, President of Senate

**Passed by House May 25, 2023**

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Dan Rayfield, Speaker of House

**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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Secretary of State