

HB 3385 STAFF MEASURE SUMMARY

House Committee On Business and Labor

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Sub-Referral To: Joint Committee On Ways and Means

Meeting Dates: 3/25

WHAT THE MEASURE DOES:

Establishes Oregon Paid Family and Medical Leave Board chaired by the Director of Department of Consumer and Business Services, with 6 members appointed by the governor and two legislators serving as nonvoting advisory members. Directs Board to develop plan that uses existing insurance products available in the marketplace to provide family and medical leave insurance benefits to eligible employees. Establishes framework for plan, including that employer may not be required to pay contributions and that employee may take up to six weeks of medical leave for own serious health condition and 12 weeks of family leave. Defines family member same as used in Oregon Family Leave Act (OFLA). Requires employers with 25 or more employees to provide job protections to employee returning from paid family and medical leave. Allows employer to opt out if employer-offered plan provides benefits equal to or greater than Board's plan. Requires Board to conduct labor market, cost-benefit, and legal analysis to determine feasibility of plan and whether similar plans exist in private market, and to perform an actuarial analysis of plan. Establishes reporting requirements to Legislative Assembly. Directs Board to establish the plan so employees may begin making contributions by January 1, 2021.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND: