SB 1515   STAFF MEASURE SUMMARY

House Committee On Business and Labor

Prepared By:	Tyler Larson, LPRO Analyst
Meeting Dates:	2/16

WHAT THE MEASURE DOES:

Defines "benefit year" for purposes of paid family medical leave insurance as period of 52 consecutive weeks beginning on the Sunday immediately preceding the date on which family, medical, or safe leave commences. Authorizes use of 53-week benefit year if necessary to avoid overlap with any quarter of the base year for a previously filed valid claim. Removes requirement that Oregon Employment Department define benefit year and establish alternatives for employers.

Senate vote: Ayes, 23; Nays, 0; Escused, 7--Boquist, Girod, Heard, Kennemer, Lawrence Spence, Robinson, Thatcher

No fiscal impact; no revenue impact

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The Oregon Family Leave Act (OFLA) provides employees with 12 weeks of protected leave per year for qualifying events including parental, serious health condition, pregnancy disability, military family, sick child, and bereavement leave. OFLA leave is unpaid unless the employee uses vacation, sick or other forms of paid leave.

House Bill 2005 (2019) established Oregon's paid family and medical leave insurance (PFMLI) program. The program provides up to 12 weeks per year of paid leave for qualifying family, medical, or safe leave. PFMLI leave must be taken concurrently with protected leave under OFLA.

Senate Bill 1515 defines "benefit year" for purposes of the PFMLI program to mean a period of 52 consecutive weeks beginning the Sunday before leave commences, or 53 weeks if necessary to avoid overlap with any quarter of the base year of a previously filed valid claim. The measure removes the requirement that the Director of the Oregon Employment Department determine the 12-month benefit year and establish alternatives by which an employer may determine a benefit year period. The Oregon Employment Department recommends the change to reduce confusion among employers and employees and to maximize the efficiency of the PFMLI program.