



Open Government Impact Statement

82nd Oregon Legislative Assembly
2023 Regular Session

Measure: SB 999 - A

Only impacts on Original or Engrossed
Versions are Considered Official

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Date: 4/5/2023

SUMMARY

Clarifies meaning of "one-year period" for purposes of determining amount of unpaid family leave that eligible employee is entitled to take within any given one-year period.

Requires Employment Department to adopt rules establishing factors for determining whether significant personal bond exists to determine individual's status as family member by reason of affinity for purposes of paid family and medical leave. For purposes of unpaid family leave, requires Commissioner of Bureau of Labor and Industries to adopt rules relating to affinity that are consistent with rules adopted by Employment Department.

Expands definition of "family member" for purposes of provisions related to unpaid family leave.

Clarifies employer obligations with respect to continuation of benefits during and after period of paid family and medical leave.

Clarifies employer obligations regarding job protection after period of protected paid family and medical leave or unpaid family leave.

Clarifies provisions related to coordination of leave taken under provisions related to paid family and medical leave program and provisions related to unpaid family leave.

Declares emergency, effective on passage.

NOTICE OF NO OPEN GOVERNMENT IMPACT