



## Open Government Impact Statement

82nd Oregon Legislative Assembly  
2023 Regular Session

## Measure: SB 999 - B

Only impacts on Original or Engrossed  
Versions are Considered Official

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### 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.

Clarifies that provisions permitting employees to file administrative complaint with commissioner alleging violation of provisions relating to prohibited conduct do not apply if remedy for such violations is made available under other provisions of law related to paid family and medical leave.

Declares emergency, effective on passage.

## **NOTICE OF NO OPEN GOVERNMENT IMPACT**