



## Oregon moms and caregivers fighting for gender, economic, and racial justice.

To: Senate Committee on Labor and Business  
From: Family Forward Oregon  
Date: March 9, 2023  
RE: In Support of SB 912 and SB 913

Chair Taylor, Vice-Chair Bonham, and Members of the Committee,

Thank you for the opportunity to submit testimony on SB 912 and SB 913, which will make necessary policy changes to Oregon's paid family and medical leave program. Family Forward Oregon is committed to advancing policies that support mothers and caregivers and help them to achieve economic stability. As an organization that has been actively involved in paid family and medical leave implementation, we believe that the two bills will allow the program to run efficiently, especially as paid leave benefits go live in September, 2023.

As introduced, SB 912 will:

- Makes statutory changes to Paid Leave Oregon laws related to overpayments, collections, and potential penalties for equivalent plan employers to enhance and simplify Paid Leave Oregon's services for employers and employees and ensure consistency between Paid Leave Oregon and Unemployment Insurance.

As introduced, SB 913 will:

- Makes technical corrections and housekeeping changes to Paid Leave Oregon laws related to contributions, benefits, equivalent plans, appeals, and general program operations.
- Provides further clarification, reduces the risk of some legal challenges to the program, and assists the OED to administer the program more efficiently.
- Creates easier processes for employers and employees, allows benefit payments to employees to be issued sooner, and allows employees and employers to challenge Employment Department decisions without needing to retain an attorney.

We fully support the majority of the provisions in SB 913, but we do still have some concerns with the confidentiality and disclosures language in Section 7. We agree with the department's goal of ensuring that employers are able to designate representatives to deal with matters regarding contributions. However, we believe this goal would be best met with separate provisions: one enabling the department to disclose information relating to claims

for benefits with the claimant or their designated representative and the other enabling the department to disclose information relating to contributions with an employer or their designated representative. We do think it is possible to provide this further clarity via rulemaking, and look forward to addressing this concern in the rulemaking process with the agency.

Lastly, we understand that there are new amendments that will likely be included in either of the two bills. We will make sure to review the new language and let the committee know if we have additional comments or concerns.

Family Forward will continue to be an active partner in making sure that Paid Leave Oregon is set up in an efficient, equitable, and cost effective way that results in a program that works well for employees and employers alike.

Sincerely,

Lisa Kwon  
Policy Manager  
Family Forward Oregon

