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Linda Herrera
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Catie Theisen
*Employee
Representative*

**Karen Madden
Hummelbaugh**
*Paid Leave Oregon
Director, Committee
Chair*

March 8, 2023

Dear Oregon Legislators:

On November 12, 2019, as required by ORS 657B.380, the Director of the Oregon Employment Department established an advisory committee for Paid Leave Oregon to assist and provide substantive input on issues related to implementation, administration, rulemaking, and legislative needs. The advisory committee consists of nine members appointed by the Employment Department Director, who acts as the committee's sponsor. Four members of the committee represent employees, and four members of the committee represent employers, with one representing small businesses.

Paid Leave Oregon worked closely with the Advisory Committee members' to identify and bring forward the three bills (House Bill (HB) 2290, Senate Bill (SB) 912, and SB 913) to make necessary changes to the Paid Leave Oregon statutes. As Advisory Committee members, over the last year, we had the opportunity to provide input about the items included in the three bills when the concepts were explored and discussed at length at the monthly advisory committee meetings, follow-up meetings, and email feedback. The proposed changes will enhance, simply, and clarify use of Paid Leave Oregon services for employers and employees in Oregon at no or minimal cost since the Department is currently in the process of establishing the program. We believe these changes are needed for the ease of implementation and administration of the Paid Leave Oregon program.

- HB 2290 allows the Oregon Department of Revenue and county jails to share information with the Oregon Employment Department to aid in administering Paid Leave Oregon and increases efficiency for employers, employees, and the agencies. HB 2290 also includes a provision for employers to report a summary of the employee's Paid Leave Oregon contributions on the employee's Form W-2.
- SB 912 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.
- SB 913 makes a number of corrections and housekeeping changes to Paid Leave Oregon laws related to contributions, benefits, equivalent plans, appeals, and general program operations. The bill provides further clarification, reduces the risk of some legal challenges to the program, and assists the Oregon Employment Department to administer the program more efficiently. SB 913 also 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.

The Paid Leave Oregon Advisory Committee has worked closely with the Paid Leave Oregon program on HB 2290, SB 912, and SB 913 to help with the administration and efficiencies in Paid Leave Oregon.

Thank you for your time,

Paid Leave Oregon Advisory Committee