

HB 3491 -1 STAFF MEASURE SUMMARY

House Committee On Labor and Workplace Standards

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Meeting Dates: 3/24

WHAT THE MEASURE DOES:

The measure requires the Oregon Employment Department (OED) to study issues related to the paid family and medical leave insurance program.

Fiscal impact: Statement not yet issued

Revenue impact: Statement not yet issued

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

-1 The amendment requires OED to develop a strategic plan to modify FRANCES, the OED system used for processing Paid Leave Oregon claims, to permit an individual to take Paid Leave on an incremental basis. Specifies minimum requirements of strategic plan. OED must submit the strategic plan to the interim committees of the Legislative Assembly related to business and labor by December 31, 2026.

Requires an employer to provide to an employee, upon request, a written guidance document that briefly summarizes the qualifying purposes for which an employee may take Paid Leave Oregon; Oregon Sick Leave; and Oregon Family Leave.

Requires OED and Bureau of Labor and Industries (BOLI) to collaborate and make available model written guidance documents that an employer can use to satisfy requirement; provide the model written guidance in English and Spanish; and the extent practicable, translate into other languages if requested.

BACKGROUND:

The paid family and medical leave insurance program (Paid Leave Oregon) provides employees with up to 12 weeks per year of paid leave for qualifying family, medical, or safe leave. On January 1, 2023, the Oregon Employment Department (OED) began collecting employer and employee contributions to the program and on September 3, 2023, employees began utilizing Paid Leave Oregon benefits.