

HB 3022 STAFF MEASURE SUMMARY

Carrier: Sen. Pham

Senate Committee On Labor and Business

Action Date: 04/15/25

Action: Do pass.

Vote: 5-0-0-0

Yeas: 5 - Bonham, Hayden, Patterson, Pham, Taylor

Fiscal: Has minimal fiscal impact

Revenue: No revenue impact

Prepared By: Whitney Perez, LPRO Analyst

Meeting Dates: 4/10, 4/15

WHAT THE MEASURE DOES:

The measure authorizes specific state agencies to disclose information to the Oregon Employment Department (OED) for the purpose of administering paid family and medical leave insurance and unemployment insurance (UI) programs. Applies to information disclosed and reports required on or after January 1, 2023. Takes effect on the 91st day following adjournment sine die.

Detailed Summary:

Authorizes the Department of Revenue (DOR), Department of Justice's (DOJ) Division of Child Support, and the Department of Corrections (DOC) and county jails to share specific information for the purpose of administering paid family and medical leave insurance (Paid Leave Oregon) and unemployment insurance (UI) programs. Allows OED to conduct joint audits with DOR of employers' combined quarterly payroll tax reports and share information; authorizes DOR to automatically share self-employed income information with OED; enables DOR to share income information reported by employers on Form W-2 and Form 1099 with OED; authorizes DOJ Division of Child Support to share information about employees recently hired in Oregon with Paid Leave Oregon; and allows DOC and county jails in Oregon to report defendant information to OED for the purpose of administering Paid Leave Oregon.

Applies to information disclosed and reports required on or after January 1, 2023. Takes effect on the 91st day following adjournment sine die.

ISSUES DISCUSSED:

- Need for information sharing with the Oregon Employment Department
- Administration of Paid Leave Oregon and Unemployment Insurance programs
- Previous legislation

EFFECT OF AMENDMENT:

No amendment.

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.

The Oregon Department of Revenue (DOR) partners with OED to administer combined payroll tax programs. The combined payroll tax programs allow Oregon businesses to report and pay business taxes administered by multiple agencies at the same time. Businesses remit payments to DOR and file quarterly returns with OED for all programs on the combined payroll tax return. These programs include unemployment insurance (UI) and Paid

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Leave Oregon. DOR and OED share combined payroll tax information so that both agencies have the data they need to administer their respective programs. Expanding the ability for agencies to share information will provide the ability to verify subject wages, expand the ability for OED to access income information for self-employed people who choose to enroll in the Paid Leave Oregon program, and the ability to perform joint audits with UI and Paid Leave Oregon.

House Bill 3022 authorizes specific state agencies to disclose information to the Oregon Employment Department (OED) for the purpose of administering paid family and medical leave insurance and unemployment insurance (UI) programs.