

House Bill 2236

Sponsored by Representative BOSHAART DAVIS (Presession filed.)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act would make changes to laws regarding paid employment benefits. The Act takes effect 91 days following sine die. (Flesch Readability Score: 65.5).

Directs the Director of the Employment Department to reimburse a worker leasing company for any employer contribution payments made by the worker leasing company if the Department of Revenue determines pursuant to an amended combined quarterly report that a refund is due. Applies to payments of contributions by a worker leasing company on behalf of a client employer on or after January 1, 2023.

Provides that a worker leasing company is not responsible for paying employer contribution amounts on behalf of client employers that employ fewer than 25 employees. Establishes the method by which the Employment Department shall determine the number of employees employed by the employer for purposes of determining liability for such contributions.

Takes effect on the 91st day following adjournment sine die.

A BILL FOR AN ACT

1
2 Relating to employment; creating new provisions; amending ORS 657B.010, 657B.150 and 657B.360
3 and section 2, chapter 66, Oregon Laws 2023, and section 2, chapter 19, Oregon Laws 2024; and
4 prescribing an effective date.

5 **Be It Enacted by the People of the State of Oregon:**

6 **SECTION 1. Section 2 of this 2025 Act is added to and made a part of ORS chapter 657B.**

7 **SECTION 2. (1) A worker leasing company may amend a combined quarterly report filed**
8 **with the Department of Revenue under ORS 657B.150 detailing any employer contribution**
9 **amounts paid by the worker leasing company on behalf of a client employer on or after**
10 **January 1, 2023.**

11 **(2)(a) If the department determines pursuant to an amended combined quarterly report**
12 **submitted under subsection (1) of this section that a refund is due to a worker leasing com-**
13 **pany for employer contribution amounts required under ORS 657B.150 and paid on behalf of**
14 **a client employer on or after January 1, 2023, the Director of the Employment Department**
15 **shall issue a refund to the worker leasing company.**

16 **(b) The Employment Department may not allow or make a refund to a worker leasing**
17 **company after three years from the date on which the worker leasing company paid an em-**
18 **ployer contribution amount due under ORS 657B.150 on behalf of a client employer.**

19 **SECTION 3. ORS 657B.010, as amended by sections 3 and 4, chapter 20, Oregon Laws 2024, and**
20 **section 29, chapter 75, Oregon Laws 2024, is amended to read:**

21 657B.010. As used in this chapter:

22 (1) "Alternate base year" means the last four completed calendar quarters preceding the benefit
23 year.

24 (2) "Average weekly wage" means the amount calculated by the Employment Department as the
25 state average weekly covered wage under ORS 657.150 (4)(e) as determined not more than once per

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 year.

2 (3) "Base year" means the first four of the last five completed calendar quarters preceding the
3 benefit year.

4 (4) "Benefits" means family and medical leave insurance benefits.

5 (5)(a) "Benefit year" means, except as provided in paragraph (b) of this subsection, a period of
6 52 consecutive weeks beginning on the Sunday immediately preceding the date on which family
7 leave, medical leave or safe leave commences.

8 (b) "Benefit year" means, in the event that the 52-week period described in paragraph (a) of this
9 subsection would result in an overlap of any quarter of the base year of a previously filed valid
10 claim, a period of 53 consecutive weeks beginning on the Sunday immediately preceding the date
11 on which family leave, medical leave or safe leave commences.

12 (6) "Child" means:

13 (a) A biological child, adopted child, stepchild or foster child of a covered individual or of the
14 covered individual's spouse or domestic partner;

15 (b) A person who is or was a legal ward of a covered individual or of the covered individual's
16 spouse or domestic partner; or

17 (c) A person who is or was in a relationship of in loco parentis with a covered individual or
18 with the covered individual's spouse or domestic partner.

19 (7) "Claimant" means an individual who has submitted an application or established a claim for
20 benefits.

21 **(8) "Client employer" means an employer that enters into a contractual agreement with
22 a worker leasing company.**

23 [(8)] (9) "Contribution" or "contributions" means the money payments made by any of the fol-
24 lowing under ORS 657B.150:

25 (a) An employer;

26 (b) An employee;

27 (c) A self-employed individual;

28 (d) A tribal government; or

29 (e) An employee of a tribal government.

30 [(9)] (10) "Covered individual" means any one of the following who qualifies under ORS 657B.015
31 to receive family and medical leave insurance benefits:

32 (a) An eligible employee;

33 (b) A self-employed individual; or

34 (c) An employee of a tribal government.

35 [(10)] (11) "Domestic partner" means an individual joined in a domestic partnership.

36 [(11)] (12) "Domestic partnership" has the meaning given that term in ORS 106.310.

37 [(12)] (13) "Eligible employee" means:

38 (a)(A) An employee who has earned at least \$1,000 in wages during the base year; or

39 (B) If an employee has not earned at least \$1,000 in wages during the base year, an employee
40 who has earned at least \$1,000 in wages during the alternate base year; and

41 (b) An employee to whom paid family and medical leave insurance benefits may be available
42 under ORS 657B.015.

43 [(13)] (14) "Eligible employee's average weekly wage" means an amount calculated by the Di-
44 rector of the Employment Department by dividing the total wages earned by an eligible employee
45 during the base year by the number of weeks in the base year.

- 1 [(14)(a)] **(15)(a)** “Employee” means:
- 2 (A) An individual performing services for an employer for remuneration or under any contract
- 3 of hire, written or oral, express or implied.
- 4 (B) A home care worker as defined in ORS 410.600.
- 5 (b) “Employee” does not include:
- 6 (A) An independent contractor as defined in ORS 670.600.
- 7 (B) A participant in a work training program administered under a state or federal assistance
- 8 program.
- 9 (C) A participant in a work-study program that provides students in secondary or postsecondary
- 10 educational institutions with employment opportunities for financial assistance or vocational train-
- 11 ing.
- 12 (D) A railroad worker exempted under the federal Railroad Unemployment Insurance Act.
- 13 (E) A volunteer.
- 14 (F) A judge as defined in ORS 260.005.
- 15 (G) A member of the Legislative Assembly.
- 16 (H) A holder of public office as defined in ORS 260.005.
- 17 [(15)(a)] **(16)(a)** “Employer” means any person that employs one or more employees working
- 18 anywhere in this state or any agent or employee of such person to whom the duties of the person
- 19 under this chapter have been delegated.
- 20 (b) “Employer” includes:
- 21 (A) A political subdivision of this state or any county, city, district, authority or public corpo-
- 22 ration, or any instrumentality of a county, city, district, authority or public corporation, organized
- 23 and existing under law or charter;
- 24 (B) An individual;
- 25 (C) Any type of organization, corporation, partnership, limited liability company, association,
- 26 trust, estate, joint stock company or insurance company;
- 27 (D) Any successor in interest to an entity described in subparagraph (C) of this paragraph;
- 28 (E) A trustee, trustee in bankruptcy or receiver; or
- 29 (F) A trustee or legal representative of a deceased person.
- 30 (c) “Employer” does not include the federal government or a tribal government.
- 31 [(16)] **(17)** “Employment agency” has the meaning given that term in ORS 658.005.
- 32 [(17)] **(18)** “Family and medical leave insurance benefits” means the wage replacement benefits
- 33 that are available to a covered individual under ORS 657B.050 or under the terms of an employer
- 34 plan approved under ORS 657B.210, for family leave, medical leave or safe leave.
- 35 [(18)(a)] **(19)(a)** “Family leave” means leave from work taken by a covered individual:
- 36 (A) To care for and bond with a child during the first year after the child’s birth or during the
- 37 first year after the placement of the child through foster care or adoption;
- 38 (B) To effectuate the legal process required for placement of a foster child or the adoption of
- 39 a child; or
- 40 (C) To care for a family member with a serious health condition.
- 41 (b) “Family leave” does not mean:
- 42 (A) Leave described in ORS 659A.159 (1)(a) except for leave to care for a child who requires
- 43 home care due to an illness, injury or condition that is a serious health condition;
- 44 (B) Leave described in ORS 659A.159 (1)(b); or
- 45 (C) Leave authorized under ORS 659A.093.

- 1 [(19)] **(20)** “Family member” means:
- 2 (a) The spouse of a covered individual;
- 3 (b) A child or the child’s spouse or domestic partner;
- 4 (c) A parent or the parent’s spouse or domestic partner;
- 5 (d) A sibling or stepsibling of a covered individual or the sibling’s or stepsibling’s spouse or
- 6 domestic partner;
- 7 (e) A grandparent of a covered individual or the grandparent’s spouse or domestic partner;
- 8 (f) A grandchild of a covered individual or the grandchild’s spouse or domestic partner;
- 9 (g) The domestic partner of a covered individual; or
- 10 (h) Any individual related by blood or affinity whose close association with a covered individual
- 11 is the equivalent of a family relationship.
- 12 [(20)] **(21)** “Medical leave” means leave from work taken by a covered individual that is made
- 13 necessary by the individual’s own serious health condition.
- 14 [(21)] **(22)** “Parent” means:
- 15 (a) A biological parent, adoptive parent, stepparent or foster parent of a covered individual;
- 16 (b) A person who was a foster parent of a covered individual when the covered individual was
- 17 a minor;
- 18 (c) A person designated as the legal guardian of a covered individual at the time the covered
- 19 individual was a minor or required a legal guardian;
- 20 (d) A person with whom a covered individual was or is in a relationship of in loco parentis; or
- 21 (e) A parent of a covered individual’s spouse or domestic partner who meets a description under
- 22 paragraphs (a) to (d) of this subsection.
- 23 [(22)] **(23)** “Safe leave” means leave taken for any purpose described in ORS 659A.272.
- 24 [(23)] **(24)** “Self-employed individual” means:
- 25 (a) An individual who has self-employment income as defined in section 1402(b) of the Internal
- 26 Revenue Code as amended and in effect on December 31, 2023; or
- 27 (b) An independent contractor as defined in ORS 670.600.
- 28 [(24)] **(25)** “Serious health condition” means:
- 29 (a) An illness, injury, impairment or physical or mental condition that requires inpatient care
- 30 in a hospital, hospice or residential medical care facility;
- 31 (b) An illness, disease or condition that in the medical judgment of the treating health care
- 32 provider poses an imminent danger of death, is terminal in prognosis with a reasonable possibility
- 33 of death in the near future, or requires constant care;
- 34 (c) Any period of disability due to pregnancy, or period of absence for prenatal care; or
- 35 (d) Any period of absence for the donation of a body part, organ or tissue, including preoperative
- 36 or diagnostic services, surgery, post-operative treatment and recovery.
- 37 [(25)] **(26)** “Third party administrator” means a third party that enters into an agreement with
- 38 the Director of the Employment Department to implement and administer the paid family and med-
- 39 ical leave program established under this chapter.
- 40 [(26)] **(27)** “Tribal government” means:
- 41 (a) A tribal government as defined in ORS 181A.940; or
- 42 (b) A federally recognized Indian tribe.
- 43 [(27)(a)] **(28)** “Wages” has the meaning given that term in ORS 657.105.
- 44 (b) “Wages” does not mean contribution amounts paid to the Paid Family and Medical Leave
- 45 Insurance Fund by an employer on behalf of an employee under ORS 657B.150 [(5)] **(6)**.

1 **(29) “Worker leasing company” means a worker leasing company licensed under ORS**
 2 **656.855 that:**

3 **(a) Pursuant to a contractual agreement and for a fee, furnishes workers to a client**
 4 **employer; and**

5 **(b) Reports wages and pays contributions due under ORS 657B.150 on behalf of a client**
 6 **employer.**

7 **SECTION 4.** ORS 657B.150 is amended to read:

8 657B.150. (1)(a) Except as otherwise provided in subsections (3) [*and (4)*], **(4) and (5)** of this
 9 section and ORS 657B.210 (4), all employers and employees shall contribute to the Paid Family and
 10 Medical Leave Insurance Fund established under ORS 657B.430.

11 (b) Contributions shall be paid by employers and employees as a percentage of a total rate de-
 12 termined by the Director of the Employment Department.

13 (c) The total rate may not exceed one percent of employee wages, up to a maximum amount in
 14 wages that is equivalent to the Social Security contribution and benefit base limit established by the
 15 United States Social Security Administration for purposes of the federal Old-Age, Survivors, and
 16 Disability Insurance program limits pursuant to 42 U.S.C. 430.

17 (2)(a) Employer contributions shall be paid in an amount that is equal to 40 percent of the total
 18 rate determined by the director.

19 (b) An employer shall deduct employee contributions from the wages of each employee in an
 20 amount that is equal to 60 percent of the total rate determined by the director.

21 (3) When an employment agency is acting as an employer, the employer contributions required
 22 under this section shall be the responsibility of the employment agency.

23 **(4) A worker leasing company is not responsible for paying the employer contribution**
 24 **amounts required under this section on behalf of a client employer that employs fewer than**
 25 **25 employees.**

26 [*(4)(a)*] **(5)(a)** Employers that employ fewer than 25 employees are not required to pay the em-
 27 ployer contributions under subsection (1) of this section.

28 (b) If an employer that employs fewer than 25 employees elects to pay the employer contribu-
 29 tions under subsection (1) of this section, the employer may apply to receive a grant under ORS
 30 657B.200.

31 [*(5)*] **(6)** Notwithstanding subsection (1) of this section, an employer may elect to pay the re-
 32 quired employee contributions, in whole or in part, as an employer-offered benefit.

33 [*(6)*] **(7)** Subject to ORS 657B.130 (2) and (3), a self-employed individual who has elected coverage
 34 under ORS 657B.130 (1) shall contribute to the fund, at a rate that may not exceed one percent of
 35 the individual’s taxable income, up to a maximum amount that is equivalent to the Social Security
 36 contribution and benefit base limit established by the United States Social Security Administration
 37 for purposes of the federal Old-Age, Survivors, and Disability Insurance program limits pursuant to
 38 42 U.S.C. 430, as determined by the director by rule, for a period of not less than three years from
 39 the date that the election becomes effective.

40 [*(7)*] **(8)** A tribal government that elects coverage under ORS 657B.130 and employees of the
 41 tribal government shall contribute to the fund in contribution amounts and at a rate that may not
 42 exceed one percent of employee wages, up to a maximum amount in wages that is equivalent to the
 43 Social Security contribution and benefit base limit established by the United States Social Security
 44 Administration for purposes of the federal Old-Age, Survivors, and Disability Insurance program
 45 limits pursuant to 42 U.S.C. 430, as determined by the director by rule, for a period of not less than

1 three years from the date that the election becomes effective.

2 [(8)] (9) The director shall set rates for the collection of payroll contributions consistent with
3 subsection (1) of this section and in a manner such that:

4 (a) At the end of the period for which the rates are effective, the balance of moneys in the fund
5 is an amount not less than six months' worth of projected expenditures from the fund for perform-
6 ance of the functions and duties of the director under this chapter; and

7 (b) The volatility of the contribution rates is minimized.

8 [(9)] (10) No later than December 15 of each year, for purposes of subsections (1)(c), [(6) and
9 (7)] (7) and (8) of this section, the director shall annually adjust the maximum amount of employee
10 wages for the calendar year immediately following to align with the contributions and benefit base
11 limit established by the United States Social Security Administration for purposes of the federal
12 Old-Age, Survivors, and Disability Insurance program limits pursuant to 42 U.S.C. 430.

13 [(10)] (11) The director shall determine on an annual basis the amount of payroll contributions,
14 timing of payroll contributions and maximum employee contributions sufficient to finance the costs
15 related to the provisions of this chapter.

16 [(11)] (12) An employer shall hold any moneys collected under this section in trust for the State
17 of Oregon and for the payment thereof to the Department of Revenue in the manner described in
18 subsection [(12)] (13) of this section.

19 [(12)(a)] (13)(a) An employer shall make and file a combined quarterly report of wages earned
20 and contributions paid under this section on a form prescribed by the Department of Revenue.

21 (b) The report shall be filed with the Department of Revenue on or before the last day of the
22 month following the quarter to which the report relates and shall be deemed received on the date
23 of mailing.

24 (c) The report shall be accompanied by payment of any contributions due under this section in
25 a manner determined by the Department of Revenue by rule.

26 [(13)] (14) Moneys collected under this section shall be deposited in the Paid Family and Medical
27 Leave Insurance Fund established under ORS 657B.430.

28 [(14)(a)] (15)(a) If an employer ceases or discontinues operations or business, or sells out, ex-
29 changes or otherwise disposes of the business or stock of goods, any payroll contribution payable
30 under this section is immediately due and payable, and the employer shall, within 10 calendar days,
31 pay the payroll contribution due. Any person who becomes a successor in interest to the business
32 is liable for the full amount of the unpaid payroll contribution.

33 (b) The director shall adopt rules for compliance with this chapter with regard to contributions
34 from an employer's successor in interest.

35 [(15)] (16) Benefits may not be denied to a covered individual solely because an employer failed
36 to collect or remit the contributions required under this section.

37 **SECTION 5.** ORS 657B.360 is amended to read:

38 657B.360. (1) Subject to subsection (2) of this section, for purposes of ORS 657B.060 and
39 657B.150, the Director of the Employment Department shall establish by rule a method to determine
40 on an annual basis the number of employees employed by an employer. The method shall require
41 that the determination be based on the average number of employees employed by the employer in
42 the 12-month period immediately preceding the date on which the determination is made.

43 (2) A replacement worker who is hired to temporarily replace an eligible employee during a
44 period of family leave, medical leave or safe leave shall not be counted as an employee for purposes
45 of determining the number of employees employed by an employer.

1 **(3) For purposes of determining liability for employer contributions described under ORS**
 2 **657B.150, with respect to a worker leasing company, the Employment Department shall apply**
 3 **the method for making such a determination under subsection (1) of this section, based on**
 4 **the number of employees employed separately by each respective client employer with which**
 5 **the worker leasing company contracts.**

6 **SECTION 6.** Section 2, chapter 19, Oregon Laws 2024, is amended to read:

7 **Sec. 2.** (1) As used in this section:

8 (a) “Family leave for parental bonding” means the family leave described under ORS 657B.010
 9 [(18)(a)(A)] **(19)(a)(A).**

10 (b) “Grant” means a grant described under ORS 657B.200.

11 (c) “Projected expenses” means benefits anticipated to be claimed by covered individuals under
 12 ORS 657B.090, anticipated grant awards, any anticipated costs and expenses associated with pro-
 13 cessing payments of the benefits and grant awards and any other expenses anticipated to be in-
 14 curred by the Employment Department in carrying out the provisions of this chapter.

15 (d) “Solvency of the fund” and “solvent” mean that the cumulative amount of contributions
 16 collected under the provisions of this chapter and any other moneys deposited in the fund are suf-
 17 ficient to pay, in full and in a timely manner, not less than six months of projected expenses.

18 (2) The Director of the Employment Department shall periodically assess the Paid Family and
 19 Medical Leave Insurance Fund established under ORS 657B.430 to make determinations regarding
 20 the solvency of the fund. The director shall use actuarial calculations in making such determinations
 21 and may consider any relevant information including, but not limited to:

22 (a) The total cost of administrative expenses incurred by the department during the six-month
 23 period immediately preceding a periodic assessment of the fund.

24 (b) The number of grant applications received by the department in the calendar year imme-
 25 diately preceding a periodic assessment of the fund.

26 (c) The total grants awarded in the calendar year immediately preceding a periodic assessment
 27 of the fund.

28 (d) The average amount of weekly benefits paid in the calendar year immediately preceding a
 29 periodic assessment of the fund.

30 (e) Annual predictable birth rate data.

31 (3) Notwithstanding any other provision under this chapter, if, pursuant to subsection (2) of this
 32 section, the director determines that the fund is or may be insolvent, the director may take any of
 33 the following actions to maintain or restore the solvency of the fund:

34 (a) Adjust the maximum weekly benefit amount provided under ORS 657B.050 (2)(a) so that the
 35 maximum weekly benefit amount is less than 120 percent but not less than 100 percent of the aver-
 36 age weekly wage.

37 (b) Adjust the weekly benefit amount available to eligible employees under ORS 657B.050 (1)(b)
 38 such that the employee’s weekly benefit amount is the sum of:

39 (A) 65 percent of the average weekly wage; and

40 (B) Not less than 40 percent of the employee’s average weekly wage that is greater than 65
 41 percent of the average weekly wage.

42 (4) Notwithstanding any other provision under this chapter:

43 (a) Except as provided in paragraph (b) of this subsection, if, after taking both of the actions
 44 authorized under subsection (3)(a) and (b) of this section, it is apparent to the director that the fund
 45 is or may be insolvent, the director may reduce the number of weeks that would otherwise be

1 available to a covered individual under ORS 657B.020 (1) to reflect that a covered individual may
 2 qualify for 10 weeks of family and medical leave insurance benefits per benefit year for family leave,
 3 medical leave and safe leave taken individually or in any combination.

4 (b) Nothing in this subsection authorizes the director to reduce the number of weeks that would
 5 otherwise be available to a covered individual under ORS 657B.020 (1) for family leave for parental
 6 bonding taken individually or in combination with:

7 (A) Other family leave, medical leave or safe leave; and

8 (B) The leave for which a covered individual may qualify under ORS 657B.020 (3).

9 (5)(a) Whenever an adjustment to benefits occurs as a result of any action taken by the director
 10 pursuant to subsections (3) and (4) of this section, the adjustment shall remain effective for not more
 11 than five calendar years from the date on which the action was taken.

12 (b) The director shall discontinue the use of this section to determine appropriate benefits and
 13 shall resume determining benefits in accordance with ORS 657B.020 and 657B.050 not later than
 14 whichever of the following first occurs:

15 (A) Upon the director's determination that resuming determinations in accordance with the
 16 provisions of those sections will not cause volatility in the fund or with respect to the adminis-
 17 tration of the family and medical leave insurance program.

18 (B) The date described under paragraph (a) of this subsection.

19 (6) Any action taken by the director under this section shall apply to benefits to be claimed in
 20 benefit years beginning on or after the first day of the first calendar quarter following the date on
 21 which the action was taken.

22 (7) The director shall provide at least 30 days' advance notice to the public of any changes to
 23 benefits resulting from any action taken by the director under this section, including the effective
 24 date of such changes. The director shall give notice to the public by posting the information on the
 25 website maintained by the department.

26 **SECTION 7.** Section 2, chapter 66, Oregon Laws 2023, is amended to read:

27 **Sec. 2.** (1) As used in this section:

28 (a) "Grant" means a grant awarded under ORS 657B.200.

29 (b) "Solvency of the fund" and "solvent" mean that the cumulative amount of contributions
 30 collected under the provisions of this chapter and deposited in the fund are sufficient to pay, in full
 31 and in a timely manner, the benefits anticipated to be claimed by covered individuals under ORS
 32 657B.090, grants awarded under ORS 657B.200 and any costs and expenses associated with process-
 33 ing payments of the benefits and grant awards.

34 (2) Notwithstanding any other provision under this chapter:

35 (a) No later than August 11, 2023, the Director of the Employment Department shall determine
 36 whether the fund is solvent with respect to the benefits anticipated to be claimed and any grant
 37 moneys anticipated to be awarded on or after September 3, 2023.

38 (b) If, pursuant to paragraph (a) of this subsection, the director determines that the fund is:

39 (A) Solvent, the director shall commence paying benefits and any grant awards on September
 40 3, 2023.

41 (B) Insolvent, the director shall delay the start of benefit payments and grant awards until De-
 42 cember 3, 2023, and make further quarterly determinations of the solvency of the fund under sub-
 43 section (3) of this section.

44 (3) Notwithstanding any other provision of this chapter:

45 (a)(A) If, pursuant to subsection (2) of this section, the director determines that the fund is in-

1 solvent, the director shall, on a quarterly basis, determine whether the fund is solvent with respect
 2 to the benefits anticipated to be claimed and any grants anticipated to be awarded beginning with
 3 the first week of the last month of the current calendar quarter.

4 (B) Each quarterly determination shall be made no later than two weeks immediately following
 5 the date on which the combined quarterly reports are due under ORS 657B.150 [(12)] (13).

6 (b) If, pursuant to paragraph (a) of this subsection, the director determines that the fund is:

7 (A) Solvent, the director shall commence paying benefits and any grant awards in accordance
 8 with paragraph (c) of this subsection.

9 (B) Insolvent, the director shall continue making quarterly determinations of the solvency of the
 10 fund, as provided under paragraph (a) of this subsection, until the fund is determined to be solvent.

11 (c) The director shall commence benefit payments and grant awards under this subsection be-
 12 ginning with the first week of the last month of the current calendar quarter or 30 days following
 13 the notice provided to employers and covered individuals under subsection (4) of this section re-
 14 garding the commencement of benefits or grants, whichever is later.

15 (4) The director shall provide at least 30 days' advance notice to employers and covered indi-
 16 viduals before commencing benefit payments or grants under subsection (3) of this section.

17 **SECTION 8. The amendments to ORS 657B.010, 657B.150 and 657B.360 by sections 3, 4,**
 18 **and 5 of this 2025 Act apply to employer contribution amounts paid by a worker leasing**
 19 **company on behalf of a client employer on or after January 1, 2023.**

20 **SECTION 9. (1) Section 2 of this 2025 Act, the amendments to ORS 657B.010, 657B.150 and**
 21 **657B.360 by sections 3, 4 and 5 of this 2025 Act and the amendments to section 2, chapter 66,**
 22 **Oregon Laws 2023, and section 2, chapter 19, Oregon Laws 2024, by sections 6 and 7 of this**
 23 **2025 Act become operative on July 1, 2026.**

24 **(2) The Employment Department may take any action before the operative date specified**
 25 **in subsection (1) of this section that is necessary to enable the department to exercise, on**
 26 **and after the operative date specified in subsection (1) of this section, all the duties, func-**
 27 **tions and powers conferred on the department by section 2 of this 2025 Act and the amend-**
 28 **ments to ORS 657B.010, 657B.150 and 657B.360 by sections 3, 4 and 5 of this 2025 Act and the**
 29 **amendments to section 2, chapter 66, Oregon Laws 2023, and section 2, chapter 19, Oregon**
 30 **Laws 2024, by sections 6 and 7 of this 2025 Act.**

31 **SECTION 10. This 2025 Act takes effect on the 91st day after the date on which the 2025**
 32 **regular session of the Eighty-third Legislative Assembly adjourns sine die.**

33