

Requested by Representative GRAYBER

**PROPOSED AMENDMENTS TO
HOUSE BILL 3491**

1 Delete lines 4 through 9 of the printed bill and insert:

2 **“SECTION 1. Sections 2 and 3 of this 2025 Act are added to and**
3 **made a part of ORS chapter 657B.**

4 **“SECTION 2. (1) The Employment Department shall develop a**
5 **strategic plan for addressing changes to the department’s information**
6 **systems in order to facilitate the processing of claims for benefits for**
7 **leave that is taken in increments that are less than the equivalent of**
8 **one work day.**

9 **“(2) At a minimum, the plan must:**

10 **“(a) Identify the specific changes to the department’s information**
11 **systems that must be made.**

12 **“(b) Include a timeline for phasing in the changes to the**
13 **department’s information systems provided that the timeline is no**
14 **sooner than five years and no later than 10 years after the date on**
15 **which the plan is reported to the Legislative Assembly.**

16 **“(c) Include an estimate of the projected costs of implementing the**
17 **system changes.**

18 **“(3) No later than December 31, 2026, the Employment Department**
19 **shall provide a report, in the manner provided in ORS 192.245, to the**
20 **interim committees of the Legislative Assembly related to business**
21 **and labor on the details of the plan, including recommendations for**

1 legislative changes.

2 **“SECTION 3. (1)(a) An employer shall provide to each of the**
3 **employer’s employees, upon request, a written guidance document**
4 **that briefly summarizes the qualifying purposes for which an employee**
5 **may take leave under the provisions of ORS chapter 657B in relation**
6 **to the qualifying purposes for which an employee may take leave un-**
7 **der the provisions of ORS 653.601 to 653.661 and 659A.150 to 659A.186.**

8 **“(b) An employer shall provide the written guidance document de-**
9 **scribed in paragraph (a) of this subsection to each requesting employee**
10 **in the language that the employer typically uses to communicate with**
11 **the employee.**

12 **“(2) The Employment Department shall collaborate with the Bureau**
13 **of Labor and Industries to:**

14 **“(a) Develop and make available to employers a model written**
15 **guidance document that employers may use to satisfy the require-**
16 **ments under subsection (1) of this section;**

17 **“(b) Provide the model written guidance document in English and**
18 **Spanish; and**

19 **“(c) To the extent practicable, translate the model written guidance**
20 **document in other languages, if so requested.**

21 **“SECTION 4. Section 2 of this 2025 Act is repealed on January 2,**
22 **2027.”.**

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