

Benefit Year Legislative Concept

March 3, 2021



ORS 657B.340

- (2) Not later than September 1, 2021, the director shall adopt rules that are necessary to establish the program under (1), including but not limited to rules that:
- (c) Establish alternatives by which an employer may determine a benefit year period, including on a calendar year and noncalendar year basis.



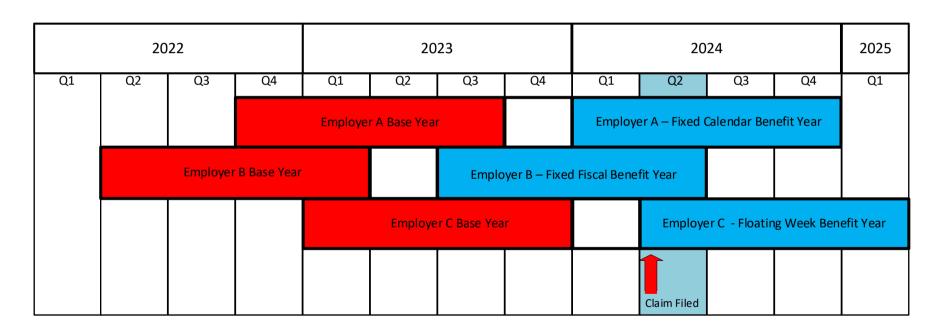
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To: (c) Establish the benefit year period for all eligible employees.



Multiple Employers





How does Oregon compare to other states?

- Base year: Oregon aligns, first 4 of last 5 quarters
- Benefit year: Oregon doesn't align; all others use "floating" benefit year, begins with qualifying leave and/or claim

