

Secretary of State  
**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

Oregon Employment Department, Paid Leave Oregon Division	471		
Agency and Division Name		Administrative Rules Chapter Number	
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**RULE CAPTION**

Amending and adopting Paid Leave appeals, assistance grants, benefits, confidentiality, equivalent plans, and self-employed rules

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Last Date and Time for Public Comment: November 30, 2023, at 11:59 PM

November 16 (1:00 PM PST) & November 20 (4:00 PM PST)	Virtual via Zoom	Anne Friend
<input type="checkbox"/> Hearing Date (Time)	Address	Hearings Officer

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**RULEMAKING ACTION**

*List each rule number separately (000-000-0000) below. Attach proposed, tracked changed text for each rule at the end of the filing.*

**In the matter of:**

Amending: OAR 471-070-1000, 471-070-1130, 471-070-1330, 471-070-2030, 471-070-2200, 471-070-2230, 471-070-2400, 471-070-8010, 471-070-8070

Adopting: OAR 471-070-0001, 471-070-0900, 471-070-0910, 471-070-0920, 471-070-0930, 471-070-1250, 471-070-3790

**Statutory Authority:** ORS 657B.090, 657B.120, 657B.200, 657B.340, 657B.400, 657B.420, Chapter 203, Oregon Laws 2023

**Other Authority:** (IF there is authority through an OAR to conduct the rulemaking, then list that here)

**Stats. Implemented:** ORS 183.635, 293.660, 657B.010, 657B.060, 657B.070, 657B.090, 657B.120, 657B.130, 657B.150, 657B.200, 657B.210, 657B.250, 657B.260, 657B.320, 657B.340, 657B.400, 657B.410, 657B.420, Chapter 203 Oregon Laws 2023, Chapter 292, Oregon Laws 2023, Chapter 549, Oregon Laws 2023

Secretary of State  
**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

□ **RULE SUMMARY:** *Include a summary for each rule included in this filing.*

***Amending:***

**OAR 471-070-1000 – Benefits: Definitions** – The administrative rule is amended to add a definition for “affinity” that outlines the characteristics of a family relationship to determine whether an affinity relationship exists. Adds a definition for “bias crime.” Adds a definition for “claimant designated representative.” Adds a definition to clarify the ‘first year’ after the child’s birth, foster placement, or adoption for use with family leave determinations as the day before the one-year anniversary. Clarifies the definition of “health care provider” as someone other than the claimant or the person for whom the claimant is providing care. This rule was temporarily amended; these changes are being made to amend the rule permanently.

**OAR 471-070-1130 – Benefits: Verification of Safe Leave** – The administrative rule is amended to implement changes from HB 3443 (2023 legislation) relating to verification needed for safe leave purposes due to bias crimes.

**OAR 471-070-1330 – Benefits: Job Protection** – The administrative rule is amended to implement changes from SB 999 (2023 legislation) regarding restoring an employee’s position within a 50 mile radius of the employee’s former job site and allowing an employer to deduct the employee’s cost of health or other insurance premiums paid by the employer while the employee is on Paid Leave from future paychecks. This rule was temporarily amended; these changes are being made to amend the rule permanently.

**OAR 471-070-2030 – Self-employed: Income, Contributions Payments, and Reporting Requirements** – The administrative rule is amended to clarify that reported taxable income from self-employed individuals who have elected coverage will be prorated for the purposes of contributions and benefits. This rule was temporarily amended; these changes are being made to amend the rule permanently.

**OAR 471-070-2200 – Equivalent Plans: Definitions** – This administrative rule defines reporting period to align with the changes made to OAR 471-070-2230 regarding equivalent plan reporting requirements.

**OAR 471-070-2230 – Equivalent Plans: Reporting Requirements** – This administrative rule clarifies equivalent plan reporting due dates and creates consistency by removing language allowing reports to be filed with annual equivalent plan reapplications. It also clarifies that equivalent plan reports are due for a reporting period.

**OAR 471-070-2400 – Equivalent Plans: Disputes between an Equivalent Plan Employer and Employee, Request for Hearing** – The administrative rule is amended to implement changes from SB 913 (2023 Legislation) providing the added option for equivalent plan employers or employees to request an administrative hearing when either party is not satisfied with the resolution proposed by Paid Leave Oregon.

**OAR 471-070-8010 – Appeals: Assignment to Office of Administrative Hearings** – The administrative rule is amended to implement changes from SB 913 (2023 Legislation) and align with changes to OAR 471-070-8070, which allows Paid Leave Oregon discretion to dismiss hearing requests in certain situations. .

**OAR 471-070-8070 – Appeals: Dismissals of Requests for Hearing** – The administrative rule is amended to implement changes from SB 913 (2023 Legislation) and allows Paid Leave Oregon, at the director’s discretion, to dismiss hearing requests in certain situations.

***Adopting:***

Secretary of State  
**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

**OAR 471-070-0001 – Purpose** – The administrative rule outlines the purpose of chapter 471, division 70 administrative rules. This rule was temporarily adopted; it is now being made permanent.

**OAR 471-070-0900 – Confidentiality: Definitions** – The administrative rule defines the “customer information” and “need to know.” This rule was temporarily adopted; it is now being made permanent.

**OAR 471-070-0910 – Confidentiality: Information Collection** – The administrative rule clarifies that information is only collected for the purpose of administering the program, and outlines that Social Security Numbers and Individual Taxpayer Identification Numbers are only collected for verifying wages, reporting taxes, repaying debts, and collecting contributions. This rule was temporarily adopted; it is now being made permanent.

**OAR 471-070-0920 – Confidentiality: Responsibility of Paid Family and Medical Leave Insurance Staff** – The administrative rule clarifies that Paid Leave Oregon staff must safeguard information the program collects. The administrative rule clarifies that the information must be accessed only on a need to know basis and provides for the program to charge a reimbursement fee for the cost of providing records. This rule was temporarily adopted; it is now being made permanent.

**OAR 471-070-0930 – Confidentiality: Permissible Disclosures** – The administrative rule clarifies the director’s discretion to disclose information, such as to the claimant, the claimant designated representative, the Office of Administrative Hearings as needed for administrative hearings, and the employer or employer’s representative for contributions information. Benefit information will not be provided to the employer without authorization by the employee. This rule was temporarily adopted; it is now being made permanent.

**OAR 471-070-1250 – Benefits: Claimant Designated Representative** – The administrative rule describes what is needed for a claimant to authorize a claimant designated representative. The rule also describes who can be a claimant designated representative and what they can provide to and receive from Paid Leave Oregon. This rule was temporarily adopted; it is now being made permanent.

**OAR 471-070-3790 – Assistance Grants: Successor in Interest Rights and Responsibilities** – The administrative rule clarifies the treatment of assistance grants for full and partial successors in interest when a business with a grant history transfers ownership. This rule was temporarily adopted; it is now being made permanent.

**Need for Rule(s):**

To implement and administer Paid Leave Oregon with appeals, assistance grants, benefits, confidentiality, equivalent plans, and self-employed coverage, the Oregon Employment Department is promulgating permanent administrative rules in accordance with ORS chapter 657B. The rules clarify the purpose of the chapter 471, division 70 administrative rules; define affinity as relates to family-like relationships; define bias and add clarity for verification for safe leave purposes; define claimant designated representative and clarify responsibilities and process for authorization; clarify what constitutes the first year after a child’s birth, foster placement, or adoption; clarify the requirements of job protection; clarify the way self-employed taxable income is calculated for contributions and benefits; describe the employer and employee’s right to request a hearing for equivalent plan claims disputes; clarify the equivalent plan reporting due dates and reporting timeframe, clarify the successor in interest responsibilities regarding assistance grants; define confidentiality as relates to Paid Leave; clarify the information that Paid Leave will collect and how Social Security Numbers and Individual Taxpayer Identification Numbers will be used; clarify the responsibility of the Paid Leave staff to safeguard information;

Secretary of State  
**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

define the conditions for disclosing information; and clarify discretion to dismiss hearing requests under certain circumstances.

**□ Racial Equity Impact:**

By providing paid and job protected leave, Paid Leave Oregon will allow those who do not currently have access to and cannot afford to care for themselves or their ailing family member, deal with the challenges of domestic violence and similar challenges, or bond with a new child in their family, to take that time off work and still receive income. This program will provide a much needed benefit to populations that are traditionally under-resourced and help to combat the insidious impact of historical and current injustice and inequity that families and individuals of color face when trying to access government programs.

A commitment to equity acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression. Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Equity actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities. While adopting and amending our administrative rules, Paid Leave looked at the racial equity impact of these administrative rules and answered the below questions.

***What are the racial equity impacts of this particular rule, policy, or decision and who will benefit from or be burdened?***

The Paid Leave Oregon division administrative rules regarding appeals, assistance grants, benefits, confidentiality, equivalent plans, and self-employment are intended to provide clarity and guidance on different aspects of the program, through methods like the use of specific benefit definitions, an update to the equivalent plan employer/employee dispute process rule, and new rules describing Paid Leave's obligations and limits regarding the use of customer information. The administrative rules seek to ensure that eligible employees are at the center of our work, and have timely and equitable access to benefits when an eligible employee has made contributions to the Paid Leave Oregon Trust Fund established under ORS chapter 657B. Paid Leave recognizes the administration of benefits is the heart of the program and these administrative rules were developed with a focus on accessibility and compensation through a racial equity framework to identify potential structural barriers that may limit use of the program.

Paid Leave recognizes that racial disparities, discrimination, and inequities across society are evidence of institutional racism that is often invisible and sometimes unintentional, but inherent, elements of policy development. We recognize the importance of acknowledging and understanding racial and ethnic disparities in access to and use of Paid Leave is vital in developing inclusive administrative rules and policies. In addition, until the program develops its own measurable data, we continue to gather relative data from other sources, including other states with paid leave programs, to draw experience from their established benefit programs.

In drafting these administrative rules related to information about accessing small business assistance grants, Paid Leave has been careful to ensure that we are thinking through the racial inequity that may occur. Today, many small-business services and supports are easily accessible to white-owned and primarily English-speaking businesses. Due to historic exclusion and racial disparities, it is very likely that Black, Indigenous, Latin/o/a/x, Asian, Pacific Islander and other people of color owned businesses may experience barriers when accessing small business assistance grants that could greatly benefit their business as eligible employees take leave. While the grant application process for assistance grants is intended to be simple and straightforward, we know that businesses owned by people of color experience greater challenges in grant application processes due to racial bias. Barriers to language accessibility further complicate equal access to this service for non-native English

**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

speakers. The small business assistance grant rule included as part of these proposed rules, clarifies the way Paid Leave differentiates total and partial successors in interest, when small businesses are sold, between those who purchase a business in its entirety, versus those who purchase a portion of the business. Given the history of inequitable treatment of Black, Indigenous, Latin/o/a/x, Asian, Pacific Islander and other people of color who own businesses, it is possible that this new rule may unintentionally advantage white, English as a primary language business owners. The result may create more barriers to grant access, or disproportionate valuation of the business (i.e. considering the number of applications already submitted at the time the business is sold). As this is a new rule, Paid Leave must commit to close monitoring through analysis of specific data points, in order to gain an understanding of the long term impacts of this rule.

Providing clear definitions and requirements ensures that employees have a better understanding of the benefits they are applying for. In defining affinity for benefits eligibility, Paid Leave provides a measure for demonstrating family-like relationships, which may positively affect the level of trust that historically underserved communities have in government processes. With a rule that lists a series of measurable factors – none of which singularly determines the outcome – Paid Leave staff can presumably be held to a clearly defined standard when making eligibility decisions. The department’s accountability for such decisions should have a positive impact for eligible employees of color; some of whom have a historical distrust of government and health care systems. At the same time, the requirement to demonstrate a relationship that meets the affinity standard, may create an additional barrier. Previous research has shown that Black, Indigenous, Latin/o/a/x, Asian, Pacific Islander and other people of color are less likely to access benefits programs such as Unemployment Insurance and Medicaid, partly due to documentation requirements that are rooted in prior and current racist policy and practices.<sup>1</sup> Ultimately, the department’s efforts toward the use of a measurable rule that is based on notions of traditional family support, may be well received by underserved communities. This is a benefit rule that will need monitoring to determine its impact on the communities we seek to serve.

Taken together, the confidentiality rules offer apparent benefits for all eligible employees, in that they provide narrow definitions for Paid Leave’s collection, use, and disclosure of customer information. However, some members of the Black, Indigenous, Latin/o/a/x, Asian, Pacific Islander, other people of color, immigrant, and non-native English speaking communities may be anxious about government agency use of their private information. Individuals living with intersecting barriers and those who have a history of difficult lived experiences such as surviving below the minimum income standard, job vulnerability, lack of appropriate resources and information, health or pregnancy related issues, fear of employer retaliation, barriers to citizenship, prior child welfare involvement, or any other similar concerns, may also question the level of protection that Paid Leave confidentiality rules give them. Conversely, some members of the primarily English speaking dominant culture may likely benefit from limits that the confidentiality rules place on the program. These rules will need monitoring to determine their impact on the communities we seek to serve.

The equivalent plan rule change – which provides an additional option for appeal through the office of administrative hearings – could be beneficial for employees, as it adds a layer of review that wasn’t previously available. However, for some members of historically marginalized communities of color, the choice to have their appeal reviewed in an official hearing by an administrative law judge, may create a further barrier, by adding another administrative layer to the process. This additional option could create more burden for individuals who may have experienced accessibility and other barriers to resources like time and money during

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<sup>1</sup> <https://www.newamerica.org/pit/reports/unpacking-inequities-unemployment-insurance>

<https://www.cbpp.org/blog/reducing-administrative-burdens-in-medicaid-is-critical-to-achieving-health-and-racial-equity>

Secretary of State  
**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

the previous appeal. This rule change will need monitoring to determine its impact on the communities we seek to serve.

Changes to benefits and safe leave verification rules provide some of the strongest evidence for Paid Leave's need to continue analyzing the impact of our agency decisions on the most underserved and underrepresented populations. These rules are amended to include language around the protection of survivors of bias crimes, following the passing of House Bill 4334 in the 2023 legislative session. By defining bias and clarifying the process for verifying safe leave eligibility, Paid Leave acknowledges the need for specific protections under safe leave for those who are targeted based on their race, sexual orientation, religion, national origin, disability, gender or some other social identity.

Though the rules aim to ensure equitable benefits for employees, a straightforward assistance grant process, expanded and streamlined appeals options and responsible confidentiality practices for all Paid Leave customers, the requirements established in these rules could have an equity impact for employee access to the state Paid Leave plan; particularly impacting Black, Indigenous, Latin/o/a/x, Asian, Pacific Islander, women, people with disabilities, LGBTQIA2S+ communities, migrant workers, immigrant communities, people working to meet the minimum income standard, individuals who are non-native English speakers, and individuals with limited or non-technical experience or resources to navigate these requirements due to systemic and institutional barriers.

To truly allow workers the ability to take time off to provide vital care for themselves or loved ones, employers are increasingly offering employees paid leave benefits, which permit employees to take sufficient paid, job-secured time off for significant life events like the birth or adoption of a child and the emergence of significant health issues. Paid leave not only helps ensure the health and well-being of employees and their families, but also improves employee productivity and satisfaction and helps employers attract and retain top talent by giving them a competitive edge.<sup>2</sup>

*Are there strategies to mitigate the unintended consequences?*

It is important to recognize that complex bureaucratic processes often have built-in barriers, such as the appeal process, and the legal language used, that disproportionately impact immigrant and migrant workers, those who are justice involved, those who are non-native English speakers, and any communities that continue to be underserved and under-resourced. Furthermore, due to historical exclusion and systemic racism, communities of color, in particular Black, Latino/a/x or Indigenous persons in the U.S. may not fully trust the legal system and government processes.<sup>3</sup> As policymakers consider legislation, however, they can help mitigate some of these concerns. Increased access to paid family, medical, and safe leave requires addressing disparities in access and enhancing racial equity by broadening worker coverage, expanding eligibility criteria, increasing wage replacement rates, and ensuring job and anti-retaliation protections.<sup>4</sup>

Paid Leave's goal is to ensure that there is equity for businesses and eligible employees as we implement Paid Leave for Oregonians. The division places a high priority on developing and maintaining a diverse and inclusive culture and ensuring there is equitable access to understanding and using the program for businesses

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<sup>2</sup> <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/resources/Issue-Brief-Inclusive-Paid-Leave.pdf>

<sup>3</sup> <https://www.politico.com/news/magazine/2022/12/18/black-mistrust-healthcare-00060324>

<https://www.mprnews.org/story/2019/12/16/native-american-leaders-work-to-overcome-community-mistrust-of-census>

<sup>4</sup> [https://www.urban.org/sites/default/files/2022-](https://www.urban.org/sites/default/files/2022-07/Access%20to%20Paid%20Leave%20Is%20Lowest%20among%20Workers%20with%20the%20Greatest%20Needs.pdf)

[07/Access%20to%20Paid%20Leave%20Is%20Lowest%20among%20Workers%20with%20the%20Greatest%20Needs.pdf](https://www.urban.org/sites/default/files/2022-07/Access%20to%20Paid%20Leave%20Is%20Lowest%20among%20Workers%20with%20the%20Greatest%20Needs.pdf)

**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

and employees paying contributions. Below are some strategies Paid Leave has implemented or plans to implement within the draft administrative rules to mitigate unintended consequences:

- Collaborating with community members most impacted to develop strategies and give recommendations to leadership to remove or lower barriers to accessing benefits;
- Allowing benefit applications and weekly claims to be filed in a variety of ways to meet eligible employees individual needs (online, over the phone, or by paper);
- Providing guidance and messaging for front line staff, to develop an understanding that Paid Leave will ‘assume good intent’ with claimants; to reduce the chances that staff might inadvertently target historically marginalized applicants for fraud;
- Examining the root cause of factors that produce or perpetuate racial inequities to better understand gaps in the program and how to best address them;
- Providing supplemental materials to guidebooks, such as a “frequently asked questions” section on our website, instructional videos, and other tools in order to accommodate different learning styles; monitoring usage to inform gaps in initial and continued messaging;
- Establishing and using an equity framework to standardize review processes to ensure that all new and ongoing processes, procedures, administrative rules, and related communications are furthering program equity;
- Collaborating with the division’s data team to gather and analyze information for any gaps or trends in benefits access;
- Centering the most impacted, those who have been historically underserved and under resourced by addressing practices, cultural norms and structural barriers that create inequities;
- Committing to open, ongoing and transparent dialogue with invested community members and policy makers;
- Continuing to build the website, forms, guidebooks, and any other public facing documents in multiple languages;
- Monitoring a number of specific data elements related to benefits, appeals, assistance grants, and collections in order to determine if and what disparate outcomes historically marginalized groups are facing in Paid Leave;
- Developing key performance measures (KPMs) and reporting out regularly on equity disparate impacts in the program;
- Continuously exploring ways to make changes within the policy and technology solution when racial disparities begin to arise in the program;
- Providing instructions in plain language and easy to use tools that allow more individuals the ability to file for benefits, understand how application process works, and be better equipped to complete the process;
- Creating video instructions in several languages to give direction for Frances Online, demonstrating how to submit a benefit application and supporting documentation for quicker results;
- Building a universal glossary of terms for use across the division to help with delivering consistent information to lessen confusion among division employees and the public; and
- Committing to, and then providing, ongoing anti-racism and trauma-informed care training to assist staff in understanding, identifying, and eliminating racial inequities that the policy, procedures, and rules may otherwise have on already historically marginalized groups.

**Fiscal and Economic Impact:**

Secretary of State  
**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

Any fiscal or economic impact from the current rule adoptions or amendments for Paid Leave appeals, assistance grants, benefits, confidentiality, equivalent plans, and self-employment rules, is the result of the statute being implemented. There is no fiscal or economic impact associated with these new administrative rules because the impact is a result of a previous statutory change.

One example of the statutory fiscal impact is that, pursuant to section 12 of SB 999 (2023), employers are now authorized to be reimbursed for the cost of health or other insurance premiums for employees on paid leave by withholding the repayment of these items from employee paychecks (OAR 471-070-1330), and there is no need to obtain the employee's consent to do so. The amount employers will receive will be unchanged. However, the recovery time to receive these funds may be faster.

**□ Statement of Cost of Compliance:**

**1. Impact on state agencies, units of local government and the public (ORS 183.335(2)(b)(E)):**

The administrative rules on Paid Leave Oregon benefits (OAR 471-070-1000, 471-070-1130) will likely have an impact on state agencies, local governments, and other public bodies because their employees (claimants) may be eligible for Paid Leave benefits. The state agencies, units of local government, and the public may need to provide additional information requested by the department to verify claimant information and accept leave notices from their employees.

The administrative rule regarding the verification of safe leave (OAR 471-070-1130) may impact the Department of Justice as their employees have been added to the list of individuals who can provide documentation for safe leave purposes. The cost associated with this is a result of the statutory change (HB 3443 (2023)).

The administrative rule regarding job protections (OAR 471-070-1330) may impact state agencies or units of local government if they are large employers. When the position of an employee who is on leave is eliminated, they are now required to track the location of open positions to ensure the employee goes back to the closest available position within a 50 mile radius. Any cost associated with this is a result of the statutory change (SB 999 (2023)).

The administrative rule regarding the dismissal of a request for a hearing (OAR 471-070-8070) may impact the Office of Administrative Hearings (OAH). They may save resources by receiving fewer hearing requests from Paid Leave.

**2. Cost of compliance effect on small business (ORS 183.336):**

**a. Estimate the number and type of small businesses subject to the rule:**

In the second quarter of 2022, Oregon had approximately 113,900 small businesses with fewer than 50 employees that employ 34 percent of the state's workforce. Oregon has approximately 107,500 small businesses with fewer than 25 employees that employ 24 percent of the state's workforce.\* All of these small businesses are subject to the rules.

\* Source: Oregon Unemployment Insurance Wage Records

**b. Projected reporting, recordkeeping, and other administrative activities required for compliance, including costs of professional services:**



Secretary of State  
**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

The reporting, recordkeeping, and other administrative activities included in the Paid Leave benefit administrative rules relate to eligible employees and not the small business.

There is no anticipated additional cost related to small businesses that have on average less than 25 employees and have requested a grant application earlier in the year before a transfer of ownership occurs.

For businesses that administer an equivalent plan, there are no anticipated additional costs from the rule adoption. Any costs that may be caused related to the employee and employer's option to request an administrative hearing for equivalent plan disputes are a result of the previous statutory change. We anticipate no additional costs for small businesses regarding the clarifications to annual reporting.

Similarly, the department does not anticipate added costs to small businesses, as a result of the rule that allows the department to dismiss hearing requests under certain circumstances or the rules that clarify department confidentiality requirements and limits.

**c. Equipment, supplies, labor and increased administration required for compliance:**

The department believes there are no equipment, supplies, labor, or increased administration required for compliance with these Paid Leave administrative rules that would not otherwise exist for small businesses.

**Describe how small businesses were involved in the development of these rule(s).**

The Paid Leave Oregon Advisory Committee, which serves as the Rulemaking Advisory Committee (RAC), is statutorily required to have four members representing employers, at least one of whom represents employers with fewer than 25 employees. A RAC meeting is scheduled for August 29, 2023 at 10:30, and the members will be consulted on the development of these rules.

The department is also preparing for public hearings, currently scheduled for November, for which there will be prior notice to the public and to interested parties who wish to attend. Attendees are invited to provide feedback on the proposed rules, either during the public hearing or afterward until the public comments period ends.

**Documents Relied Upon, and where they are available:**

- Paid Leave Oregon statutes – ORS chapter 657B  
([https://www.oregonlegislature.gov/bills\\_laws/ors/ors657B.html](https://www.oregonlegislature.gov/bills_laws/ors/ors657B.html));
- Oregon Employment Department Unemployment Insurance Taxes statutes and administrative rules – ORS chapter 657 and OAR Chapter 471, Division 31  
([https://www.oregonlegislature.gov/bills\\_laws/ors/ors657.html](https://www.oregonlegislature.gov/bills_laws/ors/ors657.html) and <https://secure.sos.state.or.us/oard/displayDivisionRules.action?selectedDivision=2338>);
- Administration of Public Funds statute – ORS chapter 657B  
([https://www.oregonlegislature.gov/bills\\_laws/ors/ors293.html](https://www.oregonlegislature.gov/bills_laws/ors/ors293.html))
- Washington State's Paid Leave administrative rules (WACs Chapter 192-500 through 192-810)  
(<https://app.leg.wa.gov/WAC/default.aspx?cite=192>);
- Senate Bill 913 (2023)  
(<https://olis.oregonlegislature.gov/liz/2023R1/Downloads/MeasureDocument/SB0913/Enrolled>);
- Senate Bill 999 (2023)  
(<https://olis.oregonlegislature.gov/liz/2023R1/Downloads/MeasureDocument/SB0999/Enrolled>);
- House Bill 3443 (2023)  
(<https://olis.oregonlegislature.gov/liz/2023R1/Downloads/MeasureDocument/HB3443/Enrolled>);

**NOTICE OF PROPOSED RULEMAKING FILING  
INCLUDING STATEMENT OF NEED & FISCAL IMPACT**

- Colorado Code of Regulations for FAMILI program 'Affinity'  
(<https://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=10412&fileName=7%20CCR%201107-3>);
- Rule Equity Impact Statement Resources  
(<https://www.newamerica.org/pit/reports/unpacking-inequities-unemployment-insurance>);  
(<https://www.cbpp.org/blog/reducing-administrative-burdens-in-medicaid-is-critical-to-achieving-health-and-racial-equity>);  
(<https://hrc-prod-requests.s3-us-west-2.amazonaws.com/resources/Issue-Brief-Inclusive-Paid-Leave.pdf>);  
(<https://www.politico.com/news/magazine/2022/12/18/black-mistrust-healthcare-00060324>);  
(<https://www.mprnews.org/story/2019/12/16/native-american-leaders-work-to-overcome-community-mistrust-of-census>);  
(<https://www.urban.org/sites/default/files/2022-07/Access%20to%20Paid%20Leave%20Is%20Lowest%20among%20Workers%20with%20the%20Greatest%20Needs.pdf>)

- Was an Administrative Rule Advisory Committee consulted?: YES**  
If no, why not?

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**PROPOSED RULE LANGUAGE**

- Final Draft of Rule Language to be filed:** The rule language is on individual documents due to the length of the draft rules.