

Meeting:	Paid Leave Oregon Advisory Committee				
Date/time:	April 5, 2023				
Location:	Microsoft Teams				
Attendees:	P (Present) A (Absent) S (sent sub)				
	Facilitator: Karen Madden Humelbaugh Scribe: Mackenzie Jones				
Members		Staff		Guest	
P	Karen Madden Humelbaugh	P	Mackenzie Jones		
P	David Gerstenfeld	P	Shannon Ball		
P	Jeannine Beatrice	P	Juan Serratos		
A	Amanda Dalton (employers)	P	Danielle Willey		
A	Jenny Dresler (employers)	P	Michele Schwartz		
P	Eric Hunter (employers)	P	Angela Yeager		
P	JaJetta Dumdi (employers)	A	Rachel Bruneau		
P	Andrea Paluso (employees)				
P	Eva Rippeteau (employees)				
A	Linda Herrera (employees)				
P	Catie Theisen (employees)				

Agenda

Docket #	Topic	Purpose	Presenter
1.0	Welcome	Inform	Karen Madden Humelbaugh &
1.1	Member Roundtable		David Gerstenfeld
1.2	Agency Updates		
1.3	Approval of March Meeting Notes		

David Gerstenfeld shared agency updates. The Employment Department (OED) has been busy during legislative session. Aside from the Paid Leave legislative concepts, the agency also has a bill that would expand the Workshare program, which has passed in the House and is on its way to the Senate. Additionally, there is a bill related to information sharing that would affect how the agency runs the Unemployment Insurance (UI) and Paid Leave programs.

The Workforce Operations division is piloting a new service delivery model, offering virtual scheduling tools and virtual appointments. These allow for any Workforce staff to assist customers from anywhere in the state. The pilot is showing positive results and has allowed people to get appointments sooner, and fewer appointments needing to be canceled or rescheduled.

There has been a focus on fraud and various identity verification tools in the UI program. The U.S. Department of Labor released a report on the need for their department and for states to focus on equity issues when handling identity verification. The report also featured a couple paragraphs commending OED's approach for completing an independent review to look for disparate impacts and taking corrective actions after noticing that some communities were experiencing difficulties getting through the facial recognition ID verification process.

No comments or concerns on March meeting minutes, notes approved.

2.0	Paid Leave Hiring Update	Inform	Juan Serratos
<p>Juan Serratos reviewed the updates on the Paid Leave team’s hiring and recruitment plans. The team intends to hire staff between now and June to ensure there’s time to get all staff trained and prepared prior to Benefits go-live. They are optimistic and have received a lot of interest.</p> <p>Eva Rippeteau asked if there was a breakdown of how many bilingual staff are targeted in each of the 11 languages. Majority of bilingual applicants so far have been bilingual in English and Spanish. The team has recently been posting some recruitments with bilingual requirements in other languages.</p> <p>Eva Rippeteau asked if the committee could assist with sharing and boosting recruitments. The Paid Leave team would appreciate any assistance the committee members could offer with encouraging people to apply. Jobs openings are listed on the website at this link: https://paidleave.oregon.gov/jobs/</p>			
3.0	2023-2025 Agency Request Budget	Inform	Karen Madden Humelbaugh
<p>Karen Humelbaugh shared budget updates. The program is currently utilizing the general fund loan and will soon need to repay using funds from the trust. Employers are required to file first quarter 2023 reports by May 1. The program should have more data to share at the next committee meeting and will continue to provide updates moving forward.</p>			
4.0	Operations, Benefits & Policy Updates Legislative Updates	Inform	Danielle Willey, Shannon Ball, Karen Madden Humelbaugh
<p>Shannon Ball shared legislative updates. There have been about 2,900 bills dropped so far in this legislative session. Of those, Paid Leave is closely tracking 8 that could have an impact on the program.</p> <p>Danielle Willey shared updates on benefits and operations. The team has welcomed two new members to the Benefits Management Team. The definition phase for the Frances Online system is complete and beginning this month, staff will begin testing functionality to ensure the system is useable, easy to understand and to identify any technical issues that need to be resolved prior to launch. Paid Leave is also working with partners from the Modernization team and the FAST vendor to develop technical training for staff on the Frances Online system in conjunction with some of the more technical workflow processes.</p> <p>The team received about 3,000 Declarations of Intent which informs about how many equivalent plan applications they should expect to see. So far, the team has received 1,400 applications and have approved 1,168. The deadline to submit an equivalent plan application is on May 1.</p>			
5.0	Customer Care, Outreach & Communication Updates	Inform	Michele Schwartz & Angela Yeager
<p>Michele Schwartz provided updates on the team’s customer care, outreach and engagement efforts. An internal workgroup was developed to identify and outline Paid Leave’s customer care approach, which can now be found on the website: https://paidleavecontact.oregon.gov/hc/en-us/requests/new. All staff will receive training on this new customer care approach.</p> <p>The outreach and engagement team has reached over 22,000 workers and employers in Oregon through a variety of efforts. April is child abuse prevention month and sexual assault action month so the Paid Leave team is partnering with two non-profits and hosting two events this month which can be found online at: https://paidleave.oregon.gov/news-and-events/. One of the events is specifically for health care providers, and committee members are encouraged to share details with their networks.</p>			

Eva Rippeteau asked if the event for “healthcare” is for both physical and behavioral/mental health providers. Mental health providers are welcome and encouraged to join session but Michele was unsure if the continuing education units would apply to mental/behavioral health providers or not.

Eva Rippeteau mentioned that she works with folks who work in case management and program work in behavioral health and housing services and suggested that she may be able to help coordinate opportunities for Paid Leave to provide trainings to her networks.

Angela Yeager shared communication updates. Communications team is working on the next phase of the statewide campaign for employees and will be looking at Brink’s media plan recommendations next week. The next phase of the Paid Leave website will also roll out in Summer. The updated website will feature a benefits calculator, eligibility quiz, employee toolkit, an appeals page and additional information about benefits. The current website is already available in 5 languages but the new iteration will also be available in Korean and Arabic. A new jobs brochure has been created and translated in 12 and will be available at outreach events. The team is also launching the final phase of the employer ads on social media, which is completely focused on reminding employers that payroll reports are due on May 1.

6.0	Additional Program Updates	Inform	Karen Madden Humelbaugh
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Karen Humelbaugh closed the meeting with a few additional program updates. Paid Leave will have some rulemaking needs post-session and will likely need to submit some as temporary rules which would become permanent at a later date. These topics will be discussed with the Rulemaking Advisory Committee (RAC).

The RAC will be meeting next week to discuss Batch 7 rules on May 12th from 1:00-4:00pm and again the following Monday 17th from 9:00-11:00am.

Action Items

Action	Assigned	Due Date	Completed



Paid Leave Oregon Advisory Committee Docket

Docket Item:

2.1 – Legislative Updates

Docket Summary:

The 2023 Legislative Session began January 17, 2023. As of April 5, 2023, there are over 2,900 bills that have been introduced so far. Of the 2,900 bills, below is a high level summary of the eight bills the Paid Leave Oregon program is watching as they relate directly to Paid Leave Oregon:

Bill Number	Brief Description	Status of Bill
HB 2290	Paid Leave Oregon’s legislative concept to allow the Oregon Department of Revenue to share information with Oregon Employment Department.	1/30/23 - Passed out of Business & Labor and referred to Ways & Means
SB 31	A Engrossed - Requires Oregon Employment Department to determine no later than 8/11/23 if the Paid Leave Oregon Trust Fund is solvent with respect to benefits and grants anticipated to be paid. If the department does not feel it is solvent, to delay the paying of benefits and reevaluate in a quarter.	3/21/23 – Passed out of Labor & Business 4/5/23 – Passed Senate Floor
SB 205	Department of Revenue’s legislative concept allows Paid Leave Oregon and Department of Revenue to share information for detecting potential identity theft or fraudulent claims.	4/3/23 – Passed out of Finance & Revenue
SB 593	Requires Oregon Employment Department to study issues related to Paid Leave Oregon and submit a report by 9/15/24.	4/4/23 – Public hearing and work session in Labor & Business
SB 881	A Engrossed – Allows employer size for worker leasing companies to be calculated at the client employer level beginning July 1, 2024. After July 1, 2024, allows worker leasing companies to file amended returns to be reimbursed contributions previously paid.	3/28/23 – Passed out of Labor & Business
SB 912	Paid Leave Oregon’s legislative concept to expand overpayments and create a new penalty for equivalent plan employers that don’t follow through.	3/16/23 – Passed out of Labor & Business 3/23/23 – Passed Senate Floor
SB 913	Paid Leave Oregon’s legislative concept that has several technical corrections and housekeeping changes to the Paid Leave Oregon statute.	3/16/23 – Passed out of Labor & Business 3/27/23 – Passed Senate Floor

SB 999	A Engrossed – Makes changes to OFLA to define the one-year period and family member definition. Clarifies in OFLA and Paid Leave Oregon that an equivalent position is a position located within 50 miles of original job site. Permits employers to deduct money from employee’s pay who has returned from Paid Leave when the employer advanced certain health care expenses for the employee while on leave.	4/4/23 – Passed out of Labor & Business 4/6/23 – Rules work session scheduled
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Docket Materials:

N/A

Staff Recommendation:

None, this is an informational item only.