

Paid Leave Oregon – Batch 12 – Benefits, Confidentiality, and Self-employed

We want to build a program that is fair and meets the needs of all Oregonians. We encourage you to attend our rulemaking public hearings so you can share your feedback, concerns, and recommendations. We welcome your ideas and we want to hear your experiences.

Website notice information

We filed a [Notice of Proposed Rulemaking](#) which included the Statement of Need and Fiscal Impact, with the Secretary of State's Office. This was published in the Oregon Bulletin on Nov. 1, 2024. We have included a summary of the proposed administrative rule adoptions and amendments at the end of this notice.

Public meetings

We invite you to participate in the November rulemaking public hearings on the 8 proposed administrative rules. There will be two opportunities to provide verbal feedback. You are welcome to attend both hearings, however Paid Leave Oregon will share the same information at each hearing. You only need to attend one if you would like to send comments virtually during the hearing.

- [Monday, Nov. 18, 2024, at 10 a.m.](#)
- [Thursday, Nov. 21, 2024, at 1 p.m.](#)

To register, please select the hearing link above. If you need to participate by phone, Zoom will send you the conference line number after you register.

If you need an accommodation, including language translation, please email access.paidleave@oregon.gov at least three business days before the public hearing with your accommodation request.

How to send a public comment

If you cannot attend the public hearings virtually and still want to provide comments on the proposed Paid Leave Oregon rules, you may send written comments by email to rules@employ.oregon.gov no later than Saturday, Nov. 30, 2024, at 11:59 p.m. PST.

Questions?

We understand the rulemaking process may be complex or confusing. We are here to help! Please contact us if:

- You need help understanding the process;
- You don't understand what the rules are saying;
- You want to attend a future meeting to provide feedback; or
- You need accommodations to participate in a future meeting.

You can contact our rules coordinator at rules@employ.oregon.gov, and we will do our best to help. We are happy to answer any questions.

Stay informed

Visit our [website](#), and sign up to receive [Paid Leave Oregon updates](#).

Summary of Amended Administrative Rules

OAR 471-070-0930 – Confidentiality: Permissible Disclosures – This administrative rule is being amended to clarify the department's ability share the claimant's weekly benefit amount with the employer in order to comply with ORS 657B.030 (as amended by SB 1515 (2024)).

OAR 471-070-1000 – Benefits: Definitions – This administrative rule is being amended to add or update the definitions for 'Care,' 'Child,' 'Foster Care,' and 'Pre-placement Leave,' to align with changes made by SB 1515 (2024).

OAR 471-070-1100 – Benefits: Application for Benefits – This administrative rule is being amended to align with changes made by SB 1515 (2024), clarifying the options and verification requirements for family leave.

OAR 471-070-1120 – Benefits: Verification of a Serious Health Condition – This administrative rule is being amended to add the requirement to include claimant's date of birth, and to clarify that a serious health condition must be verified either through a diagnosis or description of symptoms and treatment.

OAR 471-070-1320 – Benefits: Communication to Employers and Employee Application for Benefits – This administrative rule is being amended to clarify that Paid Leave Oregon will provide approved employee weekly benefit amounts and leave taken by the employee to the employer.

OAR 471-070-1420 – Benefits: Leave Periods and Increments – This administrative rule is being amended to specify that pre-placement leave can only be taken on an intermittent basis.

OAR 471-070-2030 – Self-employed: Income, Contribution Payments, and Reporting Requirements – This administrative rule is being amended to add the requirement for self-employed individuals to report any changes or adjustments to their tax returns to Paid Leave Oregon.

Summary of Adopted Administrative Rules

OAR 471-070-1115 – Benefits: Verification of Pre-placement Leave – This administrative rule is being adopted to describe the family leave verification requirements before a child’s placement through foster care or adoption.