

Secretary of State  
**STATEMENT OF NEED AND FISCAL IMPACT**  
A Notice of Proposed Rulemaking accompanies this form.

**FILED**  
10-14-15 2:37 PM  
ARCHIVES DIVISION  
SECRETARY OF STATE

Bureau of Labor and Industries  
Agency and Division

839  
Administrative Rules Chapter Number

Amends rules about employee insurance benefits while employee is on Oregon Family Leave Act leave.

Rule Caption (Not more than 15 words that reasonably identifies the subject matter of the agency's intended action.)

In the Matter of:

Bureau of Labor and Industries rulemaking to implement OL Ch. 323, 2015. The law requires employers to maintain health insurance coverage while employees are out on Oregon Family Leave Act protected leave.

**Statutory Authority:**

OL Ch. 323, 2015.

**Other Authority:**

**Statutes Implemented:**

OL Ch. 323, 2015.

**Need for the Rule(s):**

The Oregon legislative assembly passed the law now known as OL Ch. 323 in 2015. Existing rules must be changed to reflect the new law.

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

Not applicable.

**Fiscal and Economic Impact:**

The agency has determined there would be no fiscal or economic impact from the rules.

**Statement of Cost of Compliance:**

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

No additional impact from administrative rules.

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

**a. Estimate the number of small business and types of businesses and industries with small businesses subject to the rule:**

All business with 25 or more employees are subject to the provisions of OL Ch. 323, 2015 and the administrative rules.

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

None anticipated.

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

None anticipated

**How were small businesses involved in the development of this rule?**

No substantive changes from the statute are anticipated, but they are free to comment.

**Administrative Rule Advisory Committee consulted?:**No

**If not, why?:**

The change in rule simply mirrors the change in statute enacted by the legislature.

11-30-2015 5:00 p.m.                      Marcia Ohlemiller                      Marcia.L.Ohlemiller@state.or.us  
Last Day (m/d/yyyy) and Time              Printed Name                      Email Address  
for public comment