OFFICE OF THE SECRETARY OF STATE
SHEMIA FAGAN
SECRETARY OF STATE

CHERYL MYERS
DEPUTY SECRETARY OF STATE

ARCHIVES DIVISION
STEPHANIE CLARK
DIRECTOR

800 SUMMER STREET NE
SALEM, OR 97310
503-373-0701

NOTICE OF PROPOSED RULEMAKING
INCLUDING STATEMENT OF NEED & FISCAL IMPACT

CHAPTER 471
EMPLOYMENT DEPARTMENT

FILED
10/29/2021 8:27 AM
ARCHIVES DIVISION
SECRETARY OF STATE

FILING CAPTION: Definition and administrative provisions related to small employers and assistance grants for PFMLI Division

LAST DAY AND TIME TO OFFER COMMENT TO AGENCY: 12/20/2021 5:00 PM

The Agency requests public comment on whether other options should be considered for achieving the rule's substantive goals while reducing negative economic impact of the rule on business.

CONTACT: Anne Friend
503-947-1471
OED_Rules@employ.oregon.gov

875 Union Street NE
Director's Office
Salem,OR 97311

Filed By:
Anne Friend
Rules Coordinator

HEARING(S)

Auxiliary aids for persons with disabilities are available upon advance request. Notify the contact listed above.

DATE: 11/30/2021
TIME: 9:00 AM - 11:00 AM
OFFICER: Anne Friend
ADDRESS: Virtual
Oregon Employment Department
Director's Office
Salem, OR 97311
SPECIAL INSTRUCTIONS:
Registration Instructions will be on our website.

DATE: 12/09/2021
TIME: 4:00 PM - 6:00 PM
OFFICER: Anne Friend
ADDRESS: Anne Friend
875 Union Street NE
Director's Office
Salem, OR 97311
SPECIAL INSTRUCTIONS:
Registration Instructions will be on our website.

NEED FOR THE RULE(S)

Need for Rule(s): Why do we need this rule?

In order to implement and administer the Paid Family and Medical Leave Insurance (PFMLI) Division, the Oregon Employment Department is promulgating permanent rules to in accordance with ORS chapter 657B.

Racial Equity Impact:
By providing paid and job protected leave, PFMLI will allow those who do not currently have access to and cannot afford to care for themselves or their ailing family members or bond with a new child in their family to take that time off and still receive an income. This Division will provide a much needed benefit to underserved populations and help to combat the insidious impact of historical and current injustice and iniquity that families of color face when trying to access government programs. While developing our administrative rules for small employers and assistance grants, the PFMLI Division looked at the racial equity impact of these rules and answered the below questions.
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.

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

In drafting these administrative rules related to the determination of employer size and information about accessing small business grants, the PFMLI Division has been very 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 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 PFMLI 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. Additionally, white-owned businesses generally have larger operating budgets than those owned by Black, Indigenous, Latin/o/a/x, Asian, Pacific Islander and other people of color.

In developing the method for determining whether an employer has fewer than 25 employees, the PFMLI Division determined the employer count includes out-of-state employees to achieve equity across the program. This will ensure a more solid trust fund is established and that all large businesses, not just large businesses with staff only in Oregon, are paying their fair share of the employer-portion of the contribution rate and will support equity in rate-paying for Oregon based employers and employees.

Are there strategies to mitigate the unintended consequences?

The PFMLI Division places a high priority on developing and maintaining a diverse and inclusive culture and to ensure these is equitable access for small businesses to receive assistance grants.

The PFMLI Division's goal is to ensure that there is equitable access to small employer assistance grants. The Division knows this will be a critical tool for employers who choose to elect into paying the employer portion of the contributions to utilize when employees take leave. Therefore, the tools and strategies we are putting in place to address racially disparate outcomes are as follows, the PFMLI Division will be creating Frequently Asked Questions, video instructions, guides and other tools to expand awareness and education making all materials available in multiple languages. Lastly, the PFMLI Division will be conducting focused outreach and engagement activities from now until implementation to marginalized communities, including English as a Second Language (ESL), Black, Indigenous, Latin/o/a/x, Asian and Pacific Islander communities to ensure there is broad understanding of the requirements of the PFMLI Division, that there is assistance available to help with employer size determinations as well as grant applications.

DOCUMENTS RELIED UPON, AND WHERE THEY ARE AVAILABLE

PFMLI statute - ORS chapter 657B (https://www.oregonlegislature.gov/bills_laws/ors/ors657B.html). The following programs were also looked at when identifying the small employer count - Unemployment Insurance (https://www.oregon.gov/employ/unemployment/pages/default.aspx), Workers' Benefit Fund (https://www.oregon.gov/dcbs/pages/wbf.aspx), Oregon Sick Time (https://www.oregon.gov/boli/workers/pages/sick-time.aspx), Oregon Family Leave Act (OFLA) (https://www.oregon.gov/boli/workers/pages/oregon-family-leave.aspx) and Federal Medical Leave Act (FMLA) (https://www.dol.gov/agencies/whd/fmla).

Washington State's PFML program and administrative rules were used to compare their small employer count and how they administered assistance grants (https://apps.leg.wa.gov/wac/default.aspx?cite=192-560-020; https://apps.leg.wa.gov/wac/default.aspx?cite=192-560-030)

FISCAL AND ECONOMIC IMPACT:

The statute implemented is what causes the impact. There is no fiscal or economic impact associated with these new administrative rules for small employer assistance grants.

COST OF COMPLIANCE:

(1) Identify any state agencies, units of local government, and members of the public likely to be economically affected by the rule(s). (2) Effect on Small Businesses: (a) Estimate the number and type of small businesses subject to the rule(s); (b) Describe the expected reporting, recordkeeping and administrative activities and cost required to comply with the rule(s); (c) Estimate the cost of professional services, equipment supplies, labor and increased administration required to comply with the rule(s).

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

The administrative rules on small employer assistance grants will only impact state agencies, units of local government and the public if they have less than 25 employees.

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

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

Oregon has approximately 126,000 small businesses with fewer than 50 employees that employ 33.62% of the state's workforce. Oregon has approximately 120,000 small businesses with fewer than 25 employees that employ 24.19% of the state's workforce.* Since all small business are eligible for PFMLI assistance grants if they elect into paying the employer portion of the PFMLI contributions, all small employers will be subject to these administrative rules.

*Based on from Unemployment Insurance 2020 Tax Wage file.

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

The administrative rule that requires reporting a headcount on the quarterly Oregon combined payroll report of all employees with PFMLI wages, all out-of-state employees and number of replacement workers will requiring some reporting and recordkeeping. The headcount reported on the quarterly Oregon combined payroll report will take less than one hour to complete each quarter. Per the Bureau of Labor Statistics report released September 16, 2021*, the total compensation (wages, salaries and benefits) for a professional and related occupation for an employer for private industry workers is $56.24 per hour. Each small business is different, so the amount of time the reporting requirements and recordkeeping may take will vary.

The administrative rules also require an application to be filled out if the small employer would like to receive an assistance grant when a current employee takes approved PFMLI leave. The application can be completed up to 10 times a year if an employer has employees that take approved PFMLI leave. If a small employer is applying for an assistance grant, the assistance grant application will take less than two hours to complete.

*https://www.bls.gov/news.release/pdf/ecec.pdf

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

The quarterly reporting of the number of employees and the assistance grant application(s) will have increased administration for the small business. The increase in administration depends on the number of assistance grants a small business is requesting.

DESCRIBE HOW SMALL BUSINESSES WERE INVOLVED IN THE DEVELOPMENT OF THESE RULE(S):

The PFMLI Advisory Committee, which serves as the Rulemaking Advisory Committee (RAC), is statutorily required to have a four members represent employers, at least one of whom represents employers with fewer than 25 employees. The RAC was consulted when developing these rules.

The PFMLI Division also formed a small employer workgroup that consisted of 14 members appointed by the PFMLI Division director. There are six PFMLI Advisory Committee members on the workgroup. The purpose of the small employer workgroup is to engage with representatives and stakeholders about specific aspects relating to small employers and assistance grants. The workgroup utilized the information and insights it gathered in the course of its work to assist the PFMLI Advisory Committee in developing recommendations to the department as they relate to the implementation of the Division and the administrative rules drafted for small employers and assistance grants. The workgroup met nine times over the course of a year, the first meeting occurred in August 2020 and the last meeting occurred in February 2021.

WAS AN ADMINISTRATIVE RULE ADVISORY COMMITTEE CONSULTED? YES

RULES PROPOSED:

471-070-3150, 471-070-3160, 471-070-3700, 471-070-3705, 471-070-3710, 471-070-3730, 471-070-3750, 471-070-3850

ADOPT: 471-070-3150

RULE SUMMARY: Defines terms used by the Paid Family and Medical Leave Insurance Division necessary to regulate contributions and award assistance grants

CHANGES TO RULE:

<u>471-070-3150</u>
<u>Employer Size: Definitions</u>
<u>(1) "Employee count" means a headcount of all of an employer's employees with wages subject to Oregon Paid Family and Medical Leave Insurance (PFMLI) contributions and all out-of-state employees, excluding the number of replacement employees hired to temporarily replace eligible employees during PFMLI leave. ¶</u>
<u>(2) "Employer size" means the average number of employees in the employee count that were employed by an employer during the preceding four quarters.¶</u>
<u>(3) "Large employer" means an employer whose employer size is 25 or more employees. ¶</u>
<u>(4) "Small employer" means an employer whose employer size is less than 25 employees.</u>
<u>Statutory/Other Authority: ORS 657B.340</u>
<u>Statutes/Other Implemented: ORS 657B.360</u>

ADOPT: 471-070-3160

RULE SUMMARY: Establishes a method for how to determine whether an employer has fewer than 25 employees for the Paid Family and Medical Leave Insurance program

CHANGES TO RULE:

471-070-3160
Employer Size: Method to Determine Number of Employees Employed by an Employer
(1) The employer size is based on the employer's employee count. ¶
(a) An employer's quarterly employee count is based on numbers provided on the Oregon Quarterly Combined Tax Report or the Oregon Annual Report, and is the sum of: ¶
(A) The number of employees with Oregon Paid Family and Medical Leave Insurance (PFMLI) wages; and¶
(B) The number of out-of-state employees.¶
(b) The employee count may not include any replacement employees hired to temporarily replace eligible employees during periods of PFMLI leave.¶
Example 1: For second quarter, which covers April to June, an employer reports 20 employees on the Oregon Quarterly Combined Tax Report; eight out-of-state employees; and one replacement worker. The employer's employee count for the second quarter is 27 employees (20 Oregon PFMLI employees + 8 out-of-state employees - 1 replacement worker).¶
Example 2: For fourth quarter, which covers October to December, a domestic employer reports two employees on the Oregon Annual Report; zero out-of-state employees; and zero replacement workers. The employer's employee count for the fourth quarter is two employees (2 Oregon PFMLI employees + 0 out-of-state employees - 0 replacement workers).¶
(2) Employer size is not rounded. ¶
(3) For calendar year beginning on January 1, 2023: ¶
(a) Quarterly filers employer size shall be determined by April 30, based on the employee count reported for the first Oregon Quarterly Combined Tax Report of 2023, which covers January to March 2023. Notices on employer size shall be sent by the department to the employer's last known address as shown in the department's records by June 1, 2023. Employer size determined from the first Oregon Quarterly Combined Tax Report will be the size for the entire 2023 calendar year.¶
Example 3: For first quarter of 2023, an employer reports 20 employees the Oregon Quarterly Combined Tax Report; three out-of-state employees; and zero replacement workers. The employer's employee count for 2023 first quarter is 23 employees (20 Oregon PFMLI employees + 3 out-of-state employees - 0 replacement workers). Because the employee size is under 25, the employer is a small employer for the entire 2023 calendar year starting on January 1, 2023.¶
(b) Annual filers employer size shall be determined based on the 2023 Oregon Annual Report and calculated as stated in subsection (3)(a) of this rule. The notice on employer size shall be sent by the department to the employer's last known address as shown in the department's records by March 1, 2024. ¶
(4) For calendar year beginning on January 1, 2024: ¶
(a) Quarterly filers employer size shall be determined on or before September 30, 2023, based on the average of the employee counts on the Oregon Quarterly Combined Tax Reports for the first quarter of 2023, which covers January to March 2023, and the second quarter of 2023, which covers April to June 2023. Notices on employer size shall be sent by the department to the employer's last known address by November 15, 2023. This determination of employer size will be the employer size for the entire 2024 calendar year.¶
Example 4: An employer has an employee count of 27 for first quarter of 2023 and an employee count of 24 for second quarter of 2023. The employer's size is 25.5 [(27 + 24) / 2 quarters]. Because the average employer size is 25, the employer is a large employer for all 2024 calendar year.¶
(b) Annual filers employer size shall be determined based on the 2023 Oregon Annual Report and calculated as stated in subsection (4)(a) of this rule. The notice on employer size shall be sent by the department to the employer's last known address by March 1, 2024. ¶
(5) For calendar years beginning on or after January 1, 2025: ¶
(a) Quarterly filers employer size shall be determined on or before September 30, each year for the following year by averaging the employee counts reported for the preceding four completed quarters on the Oregon Quarterly Combined Tax Reports. Notices on employer size determinations shall be sent by the department to the employer's last known address by November 15. ¶
Example 5: [See PDF link below]¶
(b) Annual filers employer size shall be determined based on the Oregon Annual Report and calculated as stated in subsection (5)(a) of this rule. The notice on employer size shall be sent by the department to the employer's last known address by March 1.¶

(6) For new Oregon employers, employer size for the first calendar year is determined by the employee count for the first quarter employees that are reported on the Oregon Quarterly Combined Tax Report. Notice on employer size shall be sent by the department to the employer's last known address within 45 days of the submission of the employer's first quarterly combined tax report. For the second calendar year, employer size shall be the average of the employee counts for the preceding year's third quarter to the second quarter of the following year. If the employer did not report for all four of those quarters, because the employer was not yet established in Oregon, the average of the reported quarters is used to determine the employer size for the second calendar year. Notice on employer size for the second calendar year shall be sent by the department to the employer's last known address by November 15. ¶
Example 6: A new employer has employees in Oregon starting September 2025. For third quarter of 2025, which covers June to September 2025, the employer reports 15 employees on the Oregon Quarterly Combined Tax Report; 25 out-of-state employees; and zero replacement worker. The employer's employee count for third quarter of 2025 is 40 employees (15 Oregon PFMLI employees + 25 out-of-state employees - 0 replacement workers). Because the employer size is over 25, the employer is a large employer for the entire 2025 calendar year.¶
(7) If an employer has not filed all of the required Oregon Combined Tax Reports or any of the required Oregon Combined Tax Reports are incomplete at the time the employer size determination is made by the department, the employer will be considered a large employer and required to pay the employer contributions until all required reports are completed and filed. ¶
(8) Employer size determinations will be reassessed when either:¶
(a) Oregon Combined Tax Reports that were missing or incomplete are submitted; or ¶
(b) Oregon Combined Tax Reports are amended, including amendments by the employer or as the result of an audit.¶
(9) When reassessment of an employer size determination under section (7) of this rule results in a change in the employer size, the liability for employer contributions will also be reassessed. An employer that changed from a small employer to a large employer will be assessed the employer contributions for previous quarters. An employer that changes from a large employer to a small employer will be credited the previous employer contributions paid.¶
[Publications: Contact the Oregon Employment Department for information about how to obtain a copy of the publication referred to or incorporated by reference in this rule.]
Statutory/Other Authority: ORS 657B.340
Statutes/Other Implemented: ORS 657B.360

RULE ATTACHMENTS DO NOT SHOW CHANGES. PLEASE CONTACT AGENCY REGARDING CHANGES.

OAR 471-070-3160

Example 5: An employer has the following employee counts:

Year	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2023	24	28	27	24
2024	23	25	26	24
2025	25	32	28	23
2026	22	30	27	25

For 2025, the employer's size is the average of the third quarter of 2023 through the second quarter of 2024. The employer's size is 24.75 employees [(27 from 3rd quarter of 2023 + 24 from 4th quarter of 2023 + 23 from 1st quarter of 2024 + 25 from 2nd quarter of 2024) / 4 quarters]. Because the employer size is under 25, the employer is a small employer the entire 2025 calendar year.

For 2026, the employer's size is the average of the third quarter of 2024 through the second quarter of 2025. The employer's size is 26.75 employees [(26 from 3rd quarter of 2024 + 24 from 4th quarter of 2024 + 25 from 1st quarter of 2025 + 32 from 2nd quarter of 2025) / 4 quarters]. Because the employer size is over 25, the employer is a large employer the entire 2026 calendar year.

For 2027, the employer's size is the average of the third quarter of 2025 through the second quarter of 2026. The employer's size is 25.75 employees [(28 from 3rd quarter of 2025 + 23 from 4th quarter of 2025 + 22 from 1st quarter of 2026 + 30 from 2nd quarter of 2026) / 4 quarters]. Because the employer size is over 25, the employer is a large employer the entire 2027 calendar year.

ADOPT: 471-070-3700

RULE SUMMARY: Defines terms used by the Paid Family and Medical Leave Insurance division necessary to regulate contributions and award assistance grants

CHANGES TO RULE:

471-070-3700
Assistance Grants: Definitions
"Significant additional wage-related costs" means added expenses incurred by the employer due to an eligible employee's use of family leave, medical leave or safe leave and include:¶
(1) Paying additional wages to an existing employee;¶
(2) Outsourcing costs;¶
(3) Certification;¶
(4) Equipment purchases; ¶
(5) Training costs; or¶
(6) Other costs that the department, in its discretion, determines are appropriate.
Statutory/Other Authority: ORS 657B.340, 657B.340
Statutes/Other Implemented: ORS 657B.200

ADOPT: 471-070-3705

RULE SUMMARY: Clarifies which employers are eligible for assistance grants for the Paid Family and Medical Leave Insurance program.

CHANGES TO RULE:

471-070-3705
Assistance Grant: Eligibility
(1) An employer is eligible for an assistance grant if:¶
(a) At the time an employee starts a period of family leave, medical leave or safe leave approved by the department, the employer is a small employer as defined in OAR 471-070-3150;¶
(b) The employer completes an employer assistance grant application and provides the required documentation to the department within the established timeframe as described in OAR 471-070-3710; ¶
(c) The employer commits to pay the employer contribution for a period of at least eight calendar quarters as described in OAR 471-070-3750; and¶
(d) The employer does not have any outstanding or delinquent reports, outstanding or delinquent contributions, and has no unpaid penalties or interest under ORS chapter 657B.¶
(2) An employer may apply for an assistance grant under ORS 657B.200 only if an eligible employee has taken family leave, medical leave or safe leave for a period of seven or more working days.
Statutory/Other Authority: ORS 657B.340, 657B.200
Statutes/Other Implemented: 657B.200

ADOPT: 471-070-3710

RULE SUMMARY: Explains the application process for employer to apply for assistance grants pursuant to ORS 657B.200

CHANGES TO RULE:

471-070-3710
Assistance Grants: Application Requirements
(1) An employer may apply for an assistance grant only:¶
(a) After an eligible employee has been approved by the department for family leave, medical leave or safe leave; and ¶
(b) Prior to the end of the fourth month following the last day of the eligible employee's period of leave.¶
(2) An application for a grant must be submitted online or by another method approved by the department. The grant application must be complete and include the following:¶
(a) Information about the employer applying for the grant, including:¶
(A) Business Identification Number;¶
(B) Business name;¶
(C) Business address; and¶
(D) Business contact person's name and contact information;¶
(b) Information about the eligible employee taking leave for which the employer is requesting the grant, including but not limited to:¶
(A) First and last name;¶
(B) Claim identification number;¶
(C) Start date of the leave; and¶
(D) End date or expected leave end date;¶
(c) Information about the grant being requested, including:¶
(A) Type of grant requested; and¶
(B) Grant amount requested, when applicable;¶
(d) Written documentation demonstrating that the employer:¶
(A) Hired a replacement worker to replace an eligible employee on family leave, medical leave or safe leave, including the replacement worker's name, start date, and Social Security Number or Individual Taxpayer Identification Number; or¶
(B) Incurred significant additional wage-related costs due to an eligible employee's use of leave and the amount, including, but not limited to, receipts, personnel or payroll records, or sworn statements; and¶
(e) Acknowledgement that:¶
(A) The employer is required to pay the employer contribution for a period of eight calendar quarters in accordance with OAR 471-070-3750; and¶
(B) The employer could be required to repay an assistance grant if employer is later deemed to be ineligible in accordance with OAR 471-070-3850.¶
(3) An employer that receives a grant under ORS 657B.200(1)(b) may submit a revised grant application requesting an additional grant under ORS 657B.200(2). ¶
(a) The revised grant application must contain:¶
(A) A revised leave end date or revised expected leave end date showing an extension of the initial period of leave requested; and¶
(B) Written documentation demonstrating that a replacement worker was hired to replace an eligible employee on family leave, medical leave or safe leave including the replacement worker's name, start date, and Social Security Number or Individual Taxpayer Identification Number. ¶
(b) The revised grant application submitted under this section will not count against an employer's application limit under ORS 657B.200(3).¶
(4) An incomplete application will not be reviewed by the department until and unless it is completed and will not count against an employer's application limit under ORS 657B.200(3).¶
(5) The department may deny an application for a grant for reasons that include, but are not limited to, the employer's failure to demonstrate that:¶
(a) The employer hired a replacement worker or incurred significant additional wage-related costs; or¶
(b) The replacement worker hired or significant additional wage-related costs incurred was due to an employee's use of family leave, medical leave or safe leave.¶
(6) A denied grant application will count against an employer's application limit under ORS 657B.200(3).¶
[Publications: Contact the Oregon Employment Department for information about how to obtain a copy of the publication referred to or incorporated by reference in this rule.]

Statutory/Other Authority: ORS 657B.200, 657B.340
Statutes/Other Implemented: ORS 657B.200

ADOPT: 471-070-3730

RULE SUMMARY: Clarifies the three different types of assistance grants available to employers.

CHANGES TO RULE:

471-070-3730
Assistance Grants: Grant Amounts
The amount paid for an approved assistance grant is as follows:¶
(1) An employer that hired a replacement worker to replace an eligible employee on family leave, medical leave or safe leave receives a grant of $3,000.¶
(2) An employer that incurred significant additional wage-related costs due to an eligible employee's use of family leave, medical leave or safe leave receives a grant equal to the actual costs incurred and provided with the application approved by the department, up to $1,000.¶
(3) An employer that received a grant in accordance with section (2) of this rule may receive the difference between the amount received in section (2) of this rule and $3,000, if the employee taking leave extended the period of leave beyond the initial expected period of the leave and the employer hires a replacement worker.
Statutory/Other Authority: ORS 657B.340, ORS 657B.200
Statutes/Other Implemented: ORS 657B.200

ADOPT: 471-070-3750

RULE SUMMARY: Clarifies the duration during which employer contributions are required for employers who are approved for assistance grants for the Paid Family and Medical Leave Insurance program.

CHANGES TO RULE:

471-070-3750
Assistance Grants: Employer Contributions
(1) An employer that is approved for an assistance grant must also continue to pay employer contributions for a period of at least eight consecutive calendar quarters starting with the first calendar quarter that begins after the date the most recent grant is approved. ¶
(2) The employer is liable for payment of the employer contribution and subject to penalties and interests in accordance with OAR 471-070-3030.
Statutory/Other Authority: ORS 657B.200, ORS 657B.340
Statutes/Other Implemented: ORS 657B.200

ADOPT: 471-070-3850

RULE SUMMARY: Establishes a method for assistance grants to be repaid and when required for the Paid Family and Medical Leave Insurance Division.

CHANGES TO RULE:

471-070-3850
Assistance Grants: Repayment of Grants
Grants shall be repaid to the department if, within three years of receiving a grant:¶
(1) Amendments to a previous wage report resulted in a reassessment of the employer size that determines the employer was a large employer at the time the eligible employee started the period of family leave, medical leave or safe leave used for the grant application; or¶
(2) The department determines that the information or documentation included in the grant application was inaccurate, misleading or false and the employer was ineligible for the grant or did not meet the grant application requirements.
Statutory/Other Authority: ORS 657B.200, ORS 657B.340
Statutes/Other Implemented: ORS 657B.200