



January 9, 2025

Employees must register before Jan. 15 for low-cost health coverage in 2025

Open enrollment for low-cost health insurance through the Oregon Health Insurance Marketplace is ending Wednesday, Jan. 15. This is a critical time for your employees to secure health coverage for the upcoming year. Your support makes all the difference to help your employees and their loved ones have the coverage they need.



Here's how you can help:

- **Share reminders:** Send out emails or post updates about enrollment deadlines. If you do not offer coverage to your employees, they must enroll by **Jan. 15** for 2025 health coverage.
- **Provide resources:** Steer your employees to plan options through trusted information sources. Visit OregonHealthCare.gov/GetHelp for an easy way to find a local health coverage expert who can help.
- **Host Q&A sessions:** Create opportunities for employees to ask questions and to understand their choices. The Health Insurance Marketplace team is happy to provide educational materials and offer presentations.

When you encourage your team to sign up for coverage, you're promoting their well-being and peace of mind. Contact the Health Insurance Marketplace if you would like help getting your employees covered: info.marketpalce@oha.oregon.gov.

**Save the date to attend a free
webinar about state programs**



that support Oregon businesses

Better Together: Essential Resources for Business

The Oregon Employment Department is bringing back this successful webinar for employers to learn about state programs that support businesses in Oregon. Join us on **Feb. 13, from 10 - 11:30 a.m.** for a zoom webinar featuring representatives from several state programs. There is also an optional break-out session from 11:30 a.m. to noon to talk with the presenters.

Learn about valuable business programs that can help with:

- Hiring, recruiting and connecting with talent through employment and training programs
- Finding and hiring veterans
- Hiring and onboarding people with disabilities
- Exploring opportunities to hire workers from abroad when there is a shortage of domestic candidates
- Saving on workers' compensation when hiring preferred workers
- Tax credits that are available when hiring certain populations
- Support for trade-affected job losses
- Retaining workers during business downturns

Here is your chance to learn about these essential state resources for business. Limited spots are available, sign up [here](#).

Fourth quarter payroll reports due Jan. 31



Be sure to file your combined payroll report by Friday, Jan. 31.

- Submit your fourth quarter report electronically with [Frances Online](#), and
- Submit your fourth quarter payment to the Oregon Department of Revenue on [Revenue Online](#).
- If you have at least one employee with wages subject to Paid Leave Oregon, you must submit Paid Leave contributions, even if you are not subject to Unemployment Insurance taxes.
- If you need to **amend a previous quarters payroll report**, you can do so through Frances online. If you are submitting these changes by paper, you only need to submit the changes.

When you file your quarterly reports electronically in Frances Online, it is not necessary to also mail us hard copy (paper) reports as a “back up.” Also, if a third-party administrator is filing your reports, do not mail, fax or deliver us additional hard copies. Sending duplicate reports results in delays in processing your information.

New employer response time changes for Paid Leave Oregon questionnaires



This is a reminder that starting Jan. 1, 2025, a new Paid Leave Oregon administrative rule went into effect. Employers now have five days to respond to questionnaires after an employee applies for Paid Leave benefits. This is a change from the original 10-day response time frame. Here are additional notes on employee questionnaires:

- The questionnaire asks about your employee's job status, their use of workers' compensation benefits, and if they told you about their plan to take paid leave.
- If you don't respond within the five-day time frame, you can still send us information about your employee's claim by sending us a message through your Frances Online account or calling us at 833-854-0166.
- We're adding some more questions to make sure we receive all the information we need about an employee's notice of leave to you.

Most employers already respond within five days, and this change reduces the amount of time employees wait for benefits, if they are eligible.

We ask that you **always complete the employee questionnaire**, rather than opting out. This helps us base our approval or denial of benefits on the most up-to-date information.

The Oregon Employment Department (OED) is an equal opportunity agency. OED provides free help so you can use our services. Some examples are sign language and spoken-language interpreters, written materials in other languages, large print, audio, and other formats. To get help, please call 503-947-1444. TTY users call 711. You can also send an email to communications@employ.oregon.gov.

El Departamento de Empleo de Oregon (OED) es una agencia de igualdad de oportunidades. El OED proporciona ayuda gratuita para que usted pueda utilizar nuestros servicios. Algunos ejemplos son intérpretes de lengua de señas e idiomas hablados, materiales escritos en otros idiomas, letra grande, audio y otros formatos. Para obtener ayuda, por favor llame al 503-947-1444. Usuarios de TTY pueden llamar al 711. También puede enviar un correo electrónico a communications@employ.oregon.gov.

[Unsubscribe](#) | [Help](#)