

Dear Interested Party:



**Paid Leave Oregon
May 2, 2022**

Help build the paid leave program!

Paid leave is a new program that allows workers in Oregon to take paid time off for some of life's most important moments that impact our families, health and safety.

Rules about benefits

Paid Leave Oregon is currently working on rules about paid leave benefits, covering topics such as:

- How much money someone may receive in a benefit year
- How to apply for paid leave benefits
- How the department will verify someone is eligible for paid leave, including safe leave that affects victims of sexual assault, domestic violence, harassment, or stalking
- If and how workers must give notice to their employers

Public meetings

We invite you to participate in one of three public hearings in May on these 16 rules found below. Proposed rules are [posted](#)

[online](#). This is just one opportunity to provide feedback on these rules. You can also provide written feedback via email.

- Thursday, May 19, 2022, from 9-11 a.m. – [register online](#).
- Saturday, May 21, 2022, from 10 a.m.-noon – [register online](#)
- Tuesday, May 24, 2022, from 4-6 p.m. – [register online](#).

To register, please click on the meeting you wish to attend to register. If you need to participate by phone, Zoom will provide you with the conference line number after you register.

If you need an accommodation, including language translation, please email paidleave@oregon.gov no later than three business days before the session you plan to attend with your accommodation request.

More information

If you cannot attend the hearings virtually and still want to provide comments on the Paid Leave Oregon rules, telephone conference information will be provided once you register for the rulemaking hearing. Written comments may also be submitted by email to OED_RULES@employ.oregon.gov no later than **Tuesday, May 31, 2022, at 5 p.m.**

Questions

We want to build a program that is fair and meets the needs of all impacted Oregonians. We encourage you to attend so you can share your feedback, concerns and recommendations. We welcome your ideas, and we want to hear your experiences. You can help us build a better program for all Oregonians.

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

- This is your first rules hearing and you are confused about the process;
- You don't understand the rules;
- You can't attend a meeting and still want to provide feedback; or

- You need any accommodations to participate in the meeting.

You can contact Paid Leave Oregon at paidleave@oregon.gov, and we will do our best to help. We are happy to answer any questions.

Free help

The Oregon Employment Department (OED) is an equal opportunity agency. Everyone has a right to use OED programs and services. OED provides free help. Some examples are: Sign language and spoken language interpreters, written materials in other languages, braille, large print, audio and other formats. If you need help, please call 503-947-1471. TTY users call 711. You can also ask for help at OED_Rules@employ.oregon.gov.

Stay Informed

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

Rule Number	Purpose for Rule
471-070-1000	Defines terms used by the Paid Family and Medical Leave Insurance (PFMLI) program's rules related to program benefits.
471-070-1010	Clarifies when certain employees, self-employed individuals that have elected coverage, and employees of tribal governments where the tribal government has elected coverage are eligible for PFMLI benefits.
471-070-1020	Clarifies the assignment of subject wages and taxable income from self-employment into specific calendar quarters.
471-070-1030	Establishes a maximum amount of PFMLI benefits a claimant is eligible to receive in a single benefit year.
471-070-1100	Clarifies the application process and manner an individual must use when apply for PFMLI benefits.
471-070-1110	Clarifies the method for verifying a request to take PFMLI leave when the qualifying purpose is related to family leave to care for and bond with a child.
471-070-1120	Clarifies the method for verifying a request to take PFMLI leave when the qualifying purpose is related to family leave or medical leave due to a serious health condition.
471-070-1130	Clarifies the method for verifying a request to take PFMLI leave when the qualifying purpose is related to safe leave.

471-070-1200	Establishes timelines for the claimant to respond to requests for additional information from the Oregon Employment Department.
471-070-1210	Clarifies situations when the claimant must alter information provided on the initial application for benefits to the department within 10 calendar days of any changes.
471-070-1220	Establishes a method for a claim for PFMLI benefits to be cancelled.
471-070-1230	Establishes procedures for the Oregon Employment Department when issuing an administrative decision on an application or a claim for PFMLI benefits. Written notice of the decision will be provided to the claimant.
471-070-1310	Clarifies situations when an employee is and is not required to provide a written notice to their employer at least 30 calendar days before commencing paid family, medical, or safe leave. Clarifies the manner the written notice must be issued and the penalty amount of 25 percent of the first weekly benefit amount if the written notice isn't issued.
471-070-1320	Clarifies the employer will be notified by the Oregon Employment Department when a claimant is taking leave once a claim for PFMLI benefits has been received or updated and establishes timelines for the employer to respond to the provided notice.
471-070-1420	Clarifies that leave periods may be taken in consecutive and nonconsecutive periods when claiming PFMLI benefits and describes that leave must be taken from all employers and from all self-employed work for the entirety of the work day to receive benefits.
471-070-1440	Describes how the weekly benefit amount will be prorated when Paid Family and Medical Leave is taken in an increment less than a work week.