

# OREGON

## Oregon Issues Additional Paid Family and Medical Leave Rules

Oregon has issued 16 new [administrative rules](#) for its paid family and medical leave (PFML) program. The rules took effect Jan. 12 and concern appeals, assistance grants, benefits, confidentiality, equivalent plans and self-employment.

### New Rules—Highlights

The new regulations provide definitions for the following terms, among others:

- “Affinity” (the definition outlines the characteristics of a family relationship to determine whether an affinity relationship exists);
- “Bias crime”;
- “Health care provider”; and
- “First year after the child’s birth, foster placement or adoption.”

The rules also clarify equivalent plan reporting and reporting due dates, and they provide procedures for equivalent plan employers or employees to request a hearing when either party is not satisfied with the resolution proposed by Paid Leave Oregon, which administers the PFML program.

Other provisions address administrative hearings and confidentiality and align the regulations with recent amendments to the PFML law.

### Oregon PFML

Oregon PFML allows employees to take up to 12 weeks (14 for certain pregnancy-related conditions) of protected paid leave per year for specific family and medical reasons.

PFML benefits began in September 2023. The program is funded through a mandatory payroll tax on employees and employers with at least 25 workers that began in January 2023.

### Highlights

- New regulations for the Oregon PFML program went into effect Jan. 12, 2024.
- The rules define terms such as “affinity,” “bias crime,” “health care provider,” and others.
- The new rules also address issues relating to equivalent plans, hearings and confidentiality.

*The new rules outline the characteristics of a family relationship so that a relationship based on affinity can be determined.*

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