

# OREGON

## Oregon Issues Rules for PFML Program That Starts Sept. 3

The Oregon Bureau of Labor and Industries has published new permanent and temporary rules clarifying and implementing aspects of [Paid Leave Oregon](#), the state's paid family and medical leave program. Paid Leave Oregon begins offering benefits Sept. 3. The permanent rules took effect Aug. 1, while the temporary rules go into effect Sept. 3 and expire Feb. 29, 2024.

### Permanent Rules

The new permanent rules cover the following topics, among others:

- ✓ [Benefits](#), including how benefits and penalties are calculated;
- ✓ [Assistance grants](#), including application procedures;
- ✓ Issues that apply to [self-employed individuals](#), including voluntary income tax withholding and tax returns; and
- ✓ [Equivalent plans](#), including application requirements, dispute procedures, and how to terminate or withdraw a plan.

### Temporary Rules

The Paid Leave Oregon statute defines "family member" as including individuals related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship. The [temporary rules](#) define "affinity" for this purpose as a relationship for which there is a significant personal bond that, when examined under the totality of the circumstances, is like a family relationship. The rules list factors that may demonstrate affinity.

The temporary rules also define the first year after a child's birth, foster placement, or adoption and clarify the program's job protection requirements and equivalent plan report due dates.

### Important Dates

#### Aug. 1, 2023

New permanent rules for Paid Leave Oregon took effect.

#### Sept. 3, 2023

New temporary rules for Paid Leave Oregon take effect.

Workers may begin taking paid leave under the program.

*The new rules define "affinity" for determining family members under the law.*

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