



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.



# Preview

- How we began and where we are going
- Paid Leave Oregon explained
- Who is covered, and who can elect coverage
- Contributions and reporting
- Assistance for small employers
- **Equivalent plans**
- Community engagement and rules



# Paid Leave Leadership and Outreach Team



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# Our Values

<b>Integrity</b>	<b>Respect</b>	<b>Community</b>
<p>We are trusted to keep our word, always acting with honesty and courage.</p>	<p>We value diverse perspectives, assume good intent, and act with compassion.</p>	<p>We foster a sense of belonging for our employees, partners, and customers, creating positive impacts where we live and work.</p>



# Our Mission

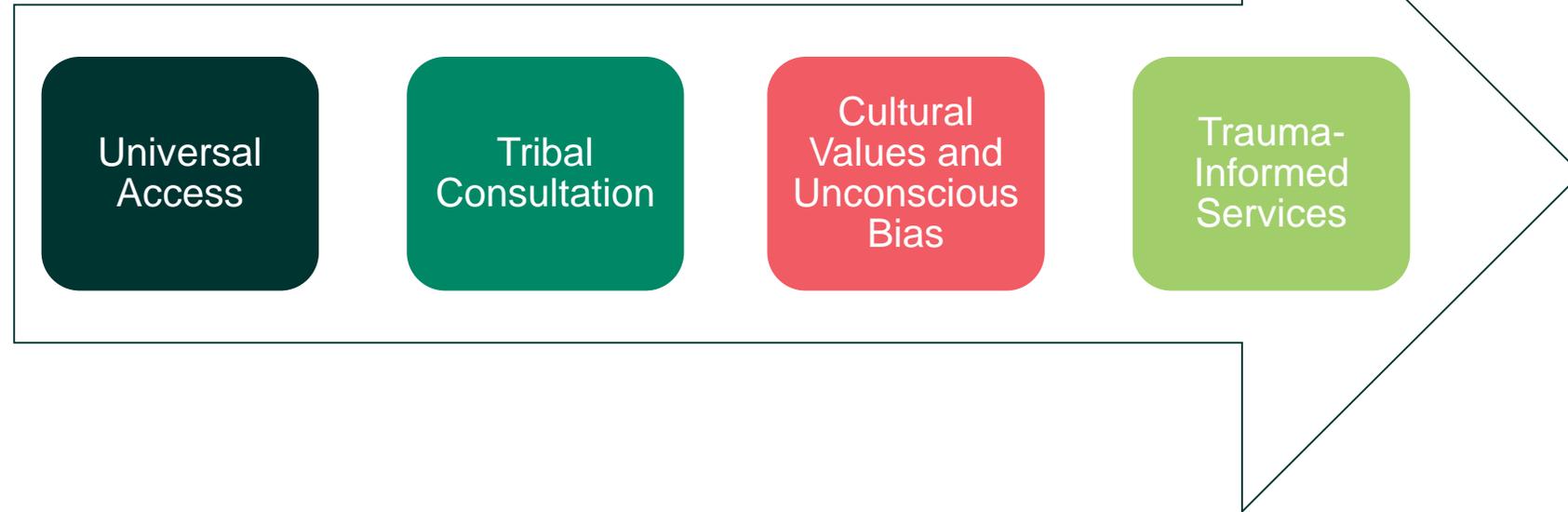
To provide people who work, own businesses or run organizations in Oregon easy access to paid leave benefits so they have the support, resources, and peace of mind when it matters most

# Our Vision

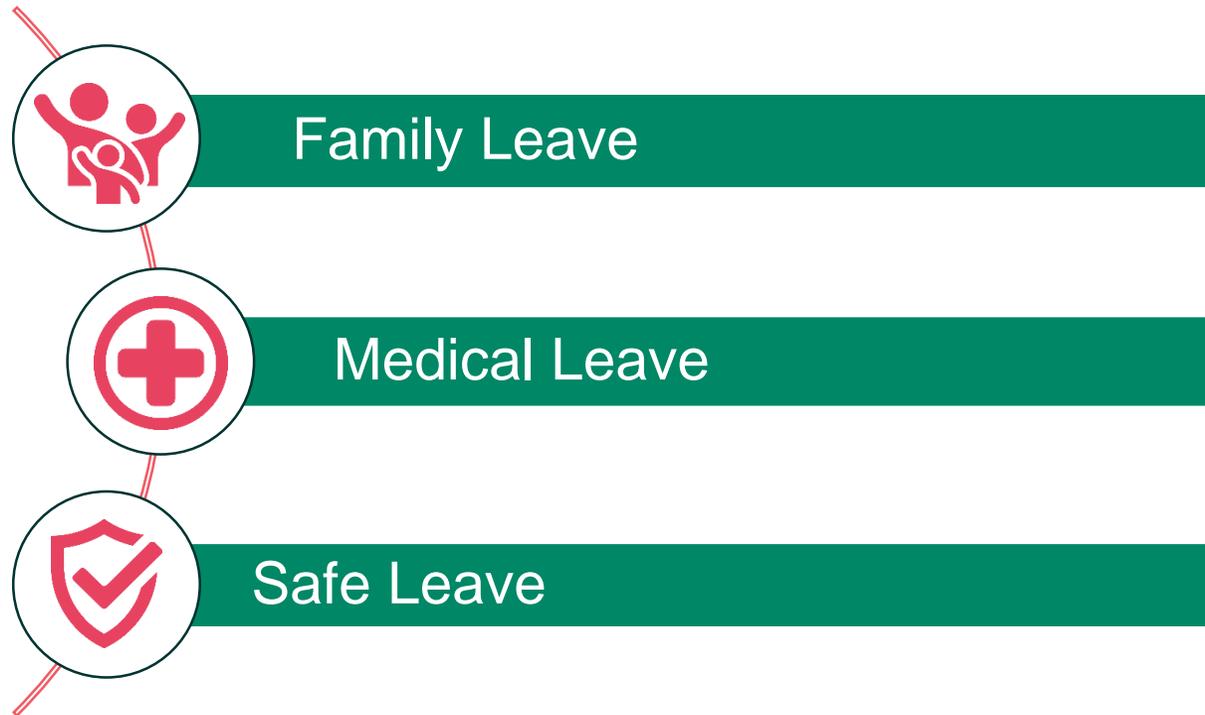
A future Oregon where individuals, employers and families - ***of every kind*** – have the time and support they need to care for themselves and their loved ones during life's most important moments



# Building Paid Leave Oregon: Addressing Equity

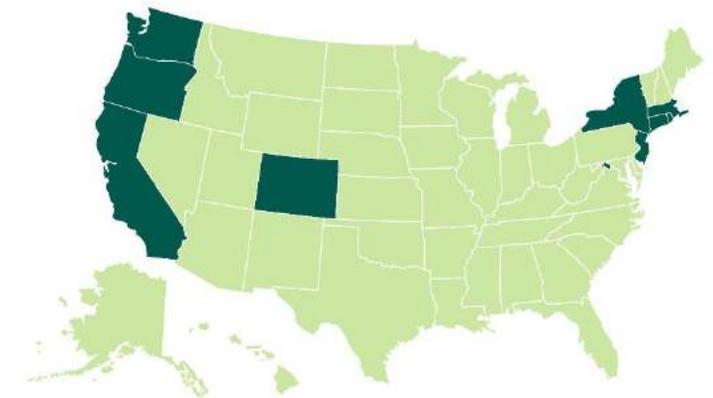


# What is Paid Leave Oregon?



# Oregon joins 12 others in having a paid leave program

Delaware	• Benefits start January 2026
Maryland	• Benefits start January 2025
Colorado	• Benefits start January 2024
<b>Oregon</b>	• <b>Benefits start September 2023</b>
Connecticut	• Benefits started January 2022
Massachusetts	• Benefits started January 2021
Washington DC	• Benefits started July 2020
Washington	• Benefits started January 2020
New York	• Benefits started January 2018 ✓
Rhode Island	• Benefits started January 2014 ✓
New Jersey	• Benefits started July 2009 ✓
California	• Benefits started July 2004 ✓



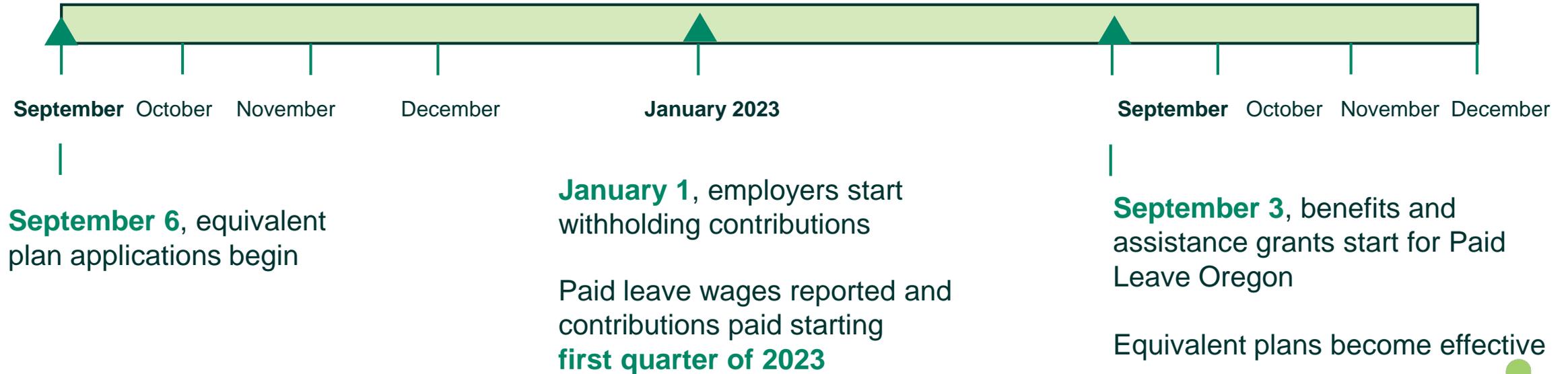
✓ Many evolved from existing state disability insurance programs



# When does Oregon's paid leave start?

2022

2023



# Who is covered by Paid Leave Oregon?

## Employers

- All employers with at least one employee working in Oregon

## Workers

- All employees working in Oregon

## Elective Coverage

- **Self-employed individuals and independent contractors**
- **Tribal governments**





# Contributing together

## Contribution Rate:

- Set annually for calendar year
- Same rate for all employers (and employees)
- Maximum rate is 1% of employee wages, up to \$132,900

Employees	Large Employer
<b>60%</b> of contribution rate	<b>40%</b> of contribution rate





## Large employers

- 25 or more employees
- Required to contribute 40% of set rate
- Not eligible for assistance grants
- Can offer equivalent plans





# Small employers

- Fewer than 25 employees
- Not required to pay employer contributions (40% of the rate)
- Employer size determined for calendar year
- Eligible for assistance grants
- Employees still contribute
- Can offer equivalent plans





# Assistance grants

- Small employers may apply for an assistance grant when an employee takes paid leave
- Grant amounts:
  - \$3,000 if hiring a replacement worker; or
  - Up to \$1,000 for wage related costs
  - Up to 10 grants per year, one per employee





# Self employed

- Choose coverage through Paid Leave Oregon
- Pay contributions (employee portion – 60% of the contribution rate) based on income
- Receive benefits based on income (same as employees)
- No reporting or contributions requirements for businesses that hire independent contractors



# Job Protections

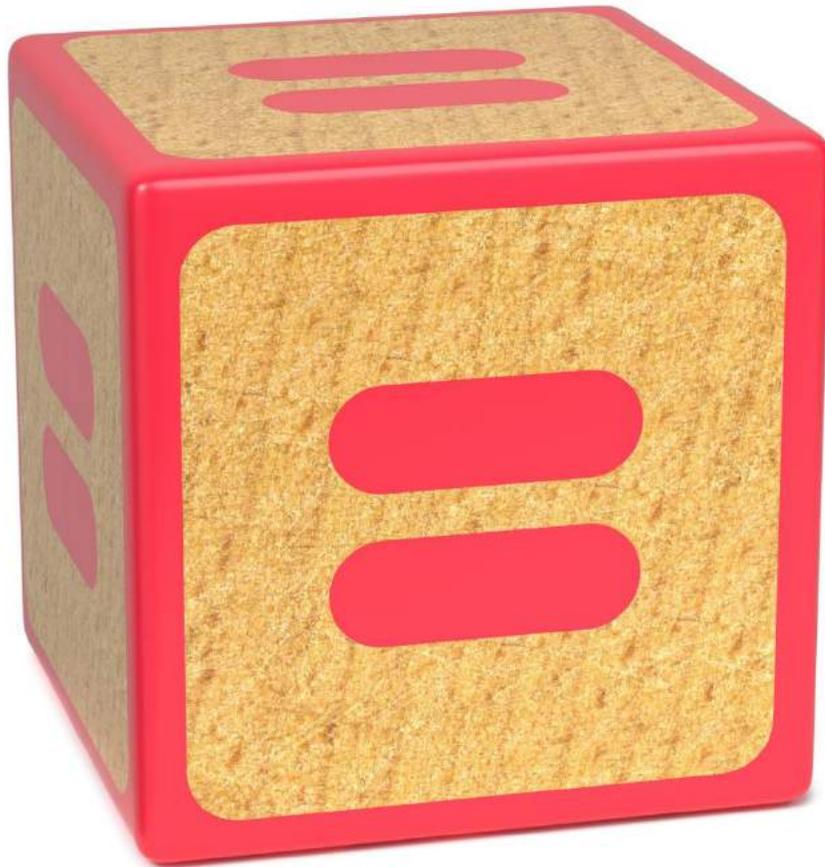
- The employees job is protected if they have worked for the employer more than 90 days
- Job protection applies regardless of employer size



# Example of payroll contributions

	Annual earnings (Weekly earnings)	Annual employee Paid Leave contributions	Annual employer Paid Leave contributions	One week's Paid Leave benefits
Minimum wage employee	\$28,080 (\$540)	\$168.48	\$112.32	\$540
Median income employee	\$67,058 (\$1,289.58)	\$402.35	\$268.23	\$1,042.86
High income employee	\$132,900 or more (\$2,555.78 or more)	\$797.40	\$531.60	\$1,469.78





# Equivalent plans

- Employers may provide Paid Leave Oregon benefits to their employees through an equivalent plan
- Equivalent plans must:
  - Cover all employees who have been continuously employed with the employer for at least 30 calendar days.
  - Ensure employee contributions are not greater than what would be charged under Paid Leave Oregon.
  - Be approved by the department



# Equivalent plans (continued)



Equivalent plans must:

- Provide benefits that are equal to or greater than the benefits offered by the state plan, including:
  1. Allowing leave for family, medical, and safe-leave reasons
  2. Providing up to 12 weeks of paid leave per year (plus an additional two weeks for pregnancy-related medical leave)
  3. Allowing employees to take paid leave one day at a time or consecutively
  4. No additional conditions or restrictions for employees to use paid leave



# Equivalent plans details

Applications Accepted	Cost
September 6 2022	\$250
* Allow 30 days for department review process	

- Types of equivalent plans:
  - **Employer-administered equivalent plan** – the employer assumes all financial risk associated with the benefits and administration of the equivalent plan, whether the plan is administered by the employer or a third-party administrator.
  - **Fully insured equivalent plan** – the employer purchases an insurance policy from an insurance company, and the benefits related to the plan are administered through the insurance policy.



# Equivalent plans details (continued)



- Employers will have to reapply for approval annually, only for the first three years.
- After three years, employers will no longer have to re-apply for approval and their equivalent plans will remain in place until withdrawn or terminated.
- An employer must provide coverage under the equivalent plan for all employees under the employer's business identification number (BIN).





# Join us in rulemaking

- Currently crafting the rules for Paid Leave Oregon
- We invite you to share your thoughts, suggestions, or concerns as we shape our policies
- You can find more information on our [website](#)
- Sign up for updates:  
<https://www.oregon.gov/employ/PFMLI>



# Have any suggestions, questions, or concerns?



- Website: [paidleave.oregon.gov](https://paidleave.oregon.gov)
- Email: [PaidLeave@Oregon.gov](mailto:PaidLeave@Oregon.gov)
- Phone: 503-370-5800
- Subscribe to our mailing list
- Accommodations, including interpreters, available