



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

Integrity	Respect	Community
<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

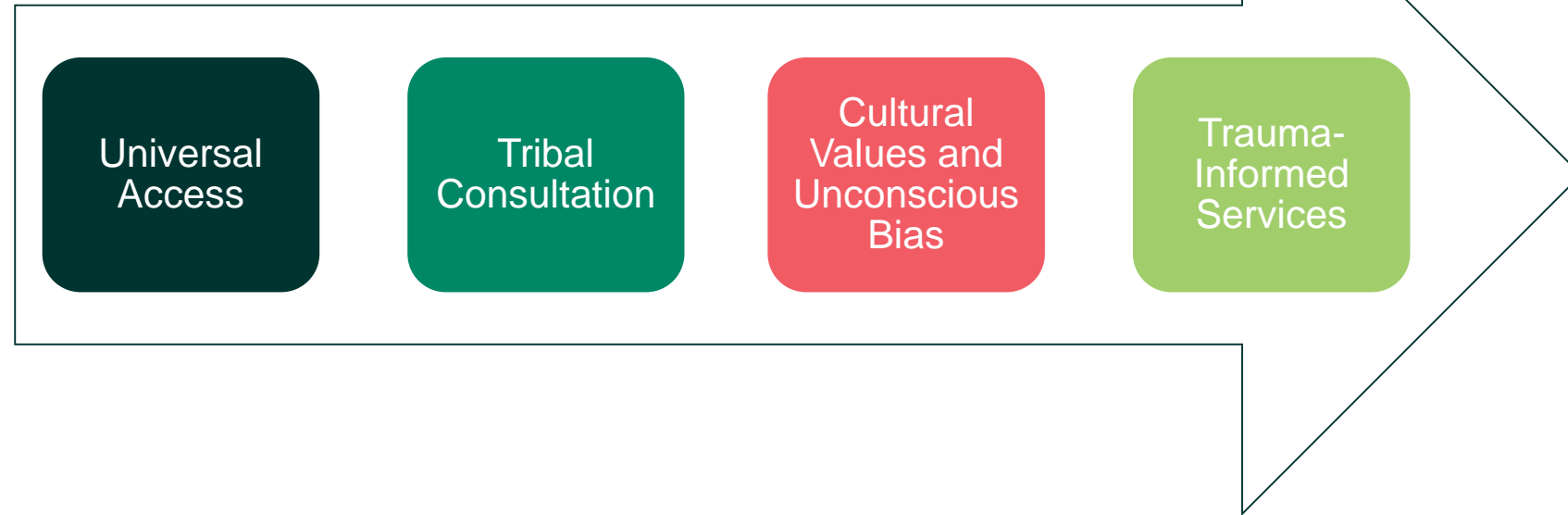
To provide people who work, own businesses or run organizations in Oregon easy access to paid leave benefits so they have the support, resources, and peace of mind when it matters most

Our Vision

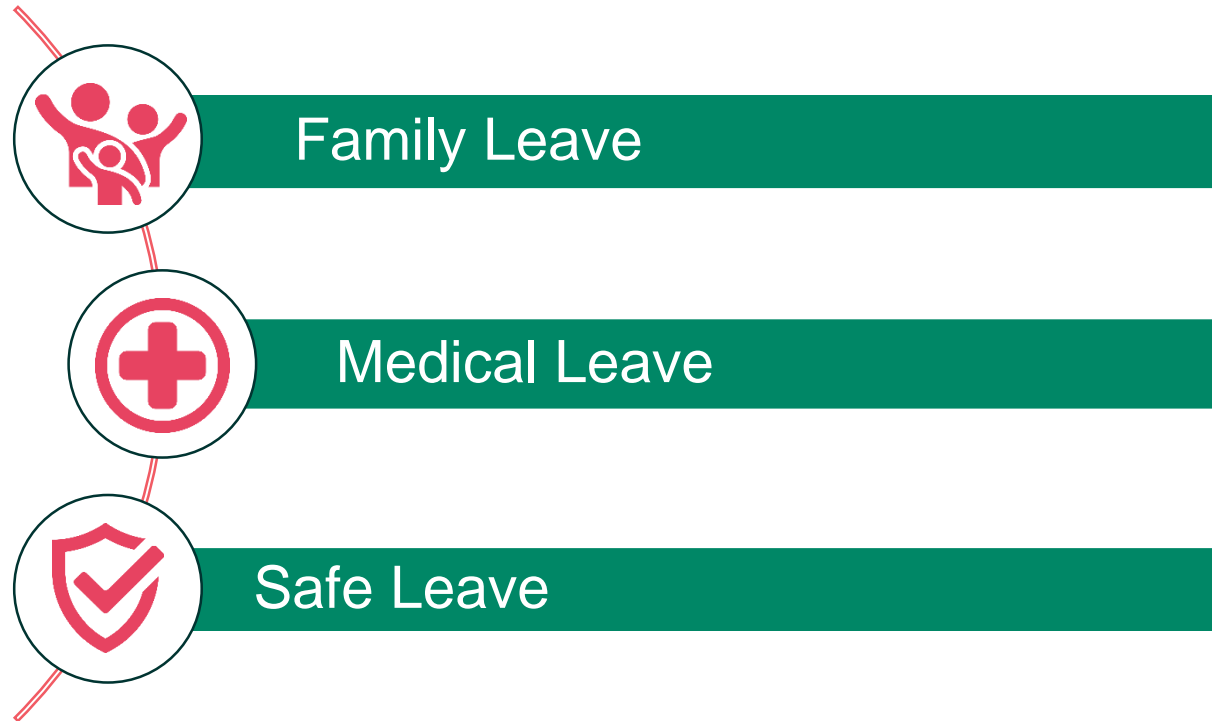
A future Oregon where individuals, employers and families - ***of every kind*** – have the time and support they need to care for themselves and their loved ones during life's most important moments



Building Paid Leave Oregon: Addressing Equity

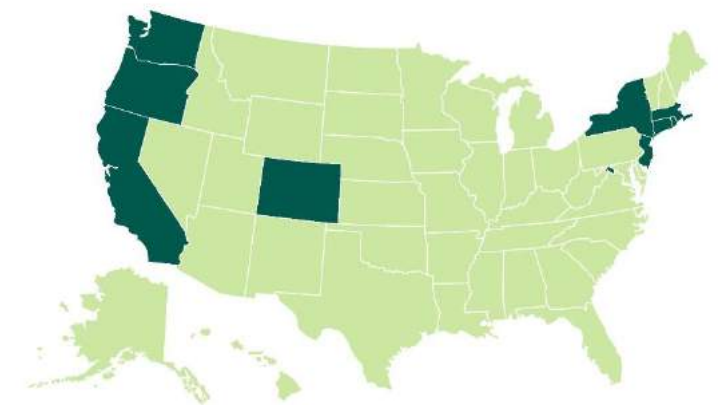


What is Paid Leave Oregon?



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
Oregon	• Benefits start September 2023
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 ✓



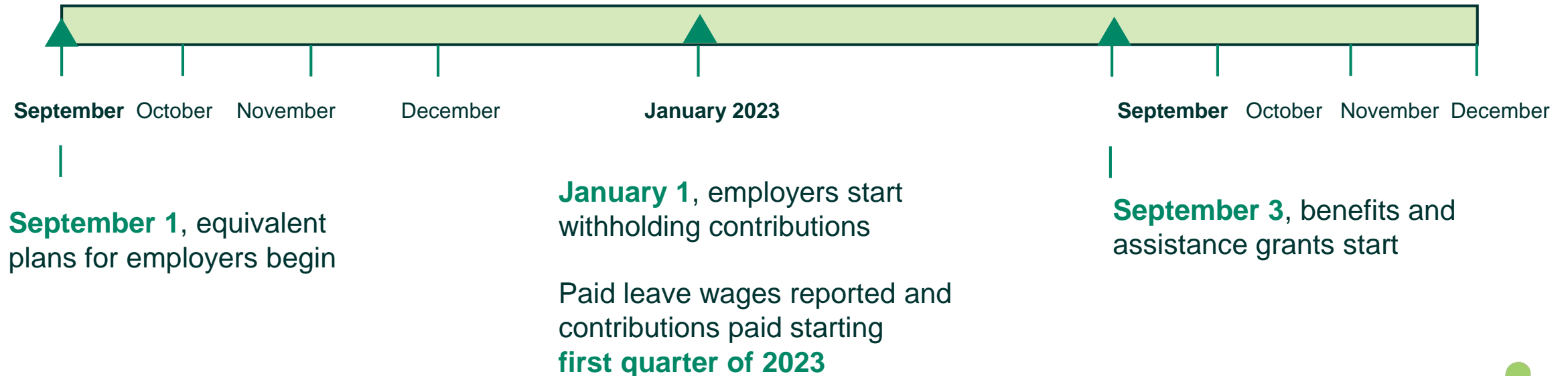
✓ Many evolved from existing state disability insurance programs



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
60% of contribution rate	40% of contribution rate





Large employers

- 25 or more employees
- Required to contribute 40% of set rate
- Employees contribute 60% 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)
- Employees contribute 60% of set rate
- Employer size determined for calendar year
- Eligible for assistance grants
- 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 and Independent Contractors

- 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

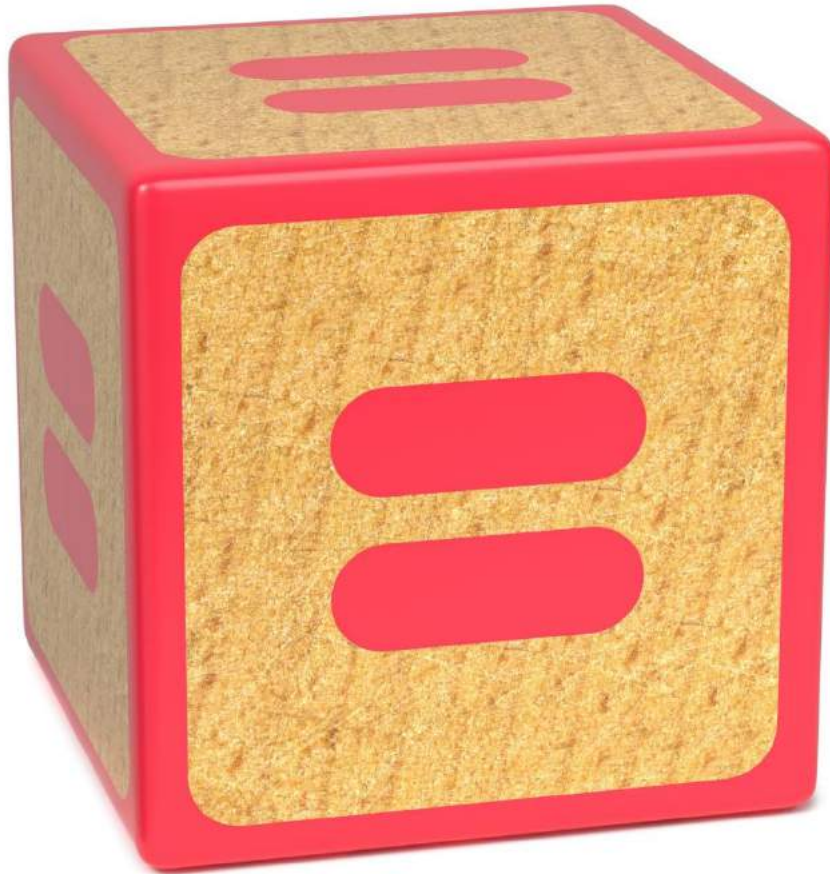
- The employees job is protected if they have worked for the employer more than 90 days
- Job protection applies regardless of employer size



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	\$1,031.69
High income employee	\$132,900 or more (\$2,555.78 or more)	\$797.40	\$531.60	\$1,428.56





Equivalent plans

- Employers may provide Paid Leave Oregon benefits to their employees through an equivalent plan
- Equivalent Plan applications are available August 2022
- Equivalent plans must:
 - Be approved by the department
 - Limit withholdings from employees to 60% of the contribution rate
 - Provide equal to or greater benefits to employees
- An employer with an equivalent plan must report wages but does not pay contributions





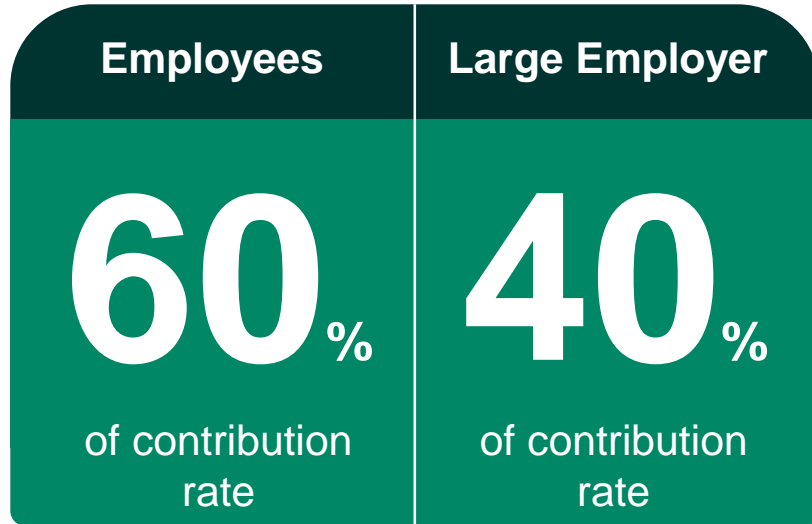
Join us in rulemaking

- 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: paidleave.oregon.gov



Summary

- Contribution rate: 1% of gross wages
- Any employee (no matter how many hours you work) who earned at least \$1,000 in the year before claiming paid leave may be eligible.
- If you earned \$1,000 in wages this month, the employee would pay \$6 and the employer would pay \$4 in contributions.
- The minimum weekly benefit would be \$61.24 and maximum weekly benefit would be \$1,469.78. The state average weekly wage (SAWW) for 2023 is \$1,224.82.
- The employee's job is protected if they've worked for their employer more than 90 days.



Have any suggestions, questions, or concerns?



- Website: paidleave.oregon.gov
- Email: PaidLeave@Oregon.gov
- Phone: 503-370-5800
- Subscribe to our mailing list
- Accommodations, including interpreters, available