



Recorded on DATE

A new program that allows employees 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

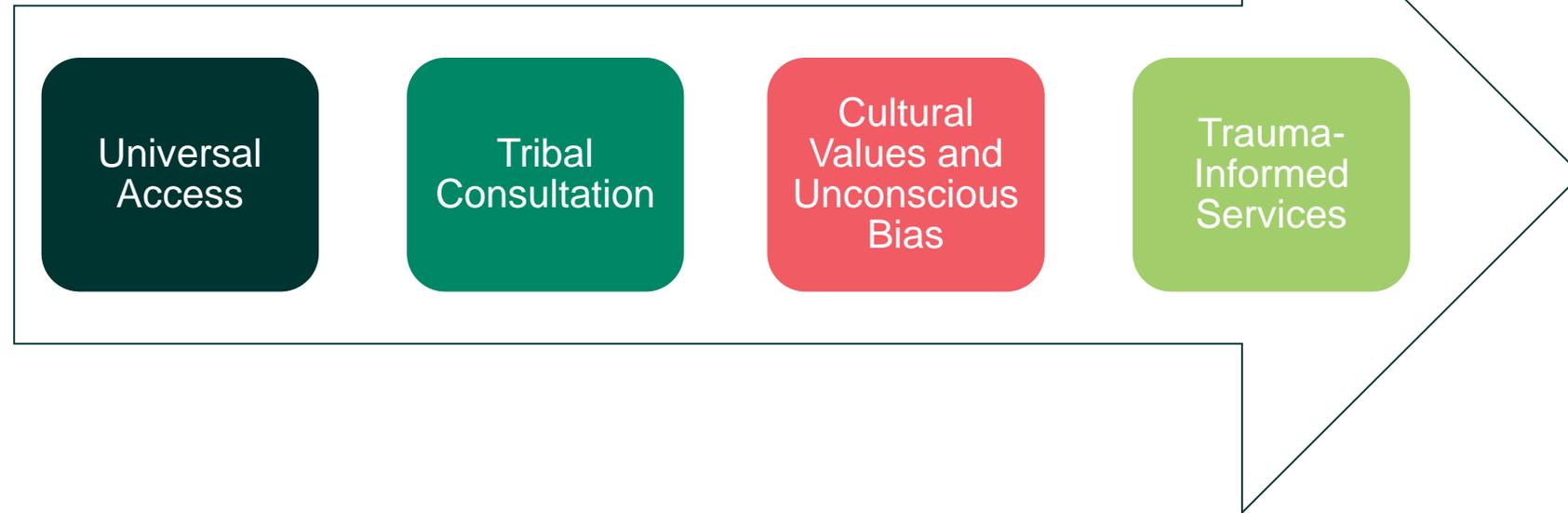
To provide people who work, own businesses or run organizations in Oregon easy access to paid leave benefits so they have the support, resources, and peace of mind when it matters most

Our Vision

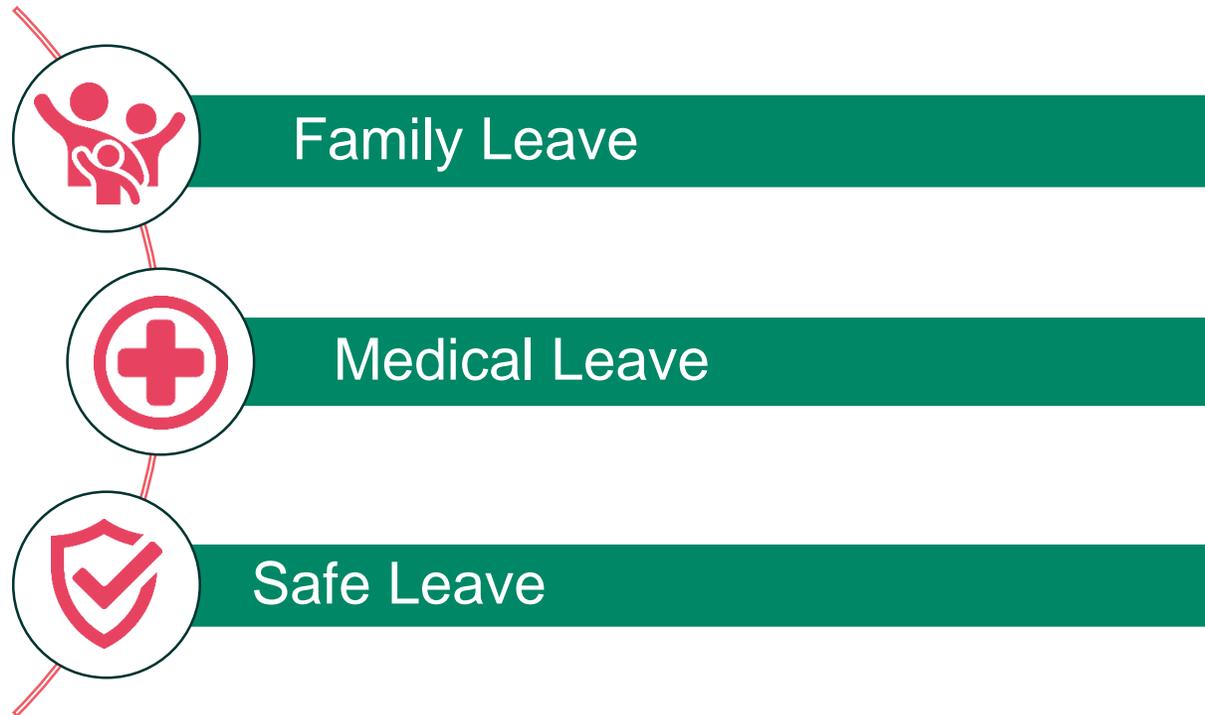
A future Oregon where individuals, employers and families - ***of every kind*** – have the time and support they need to care for themselves and their loved ones during life's most important moments



Building Paid Leave Oregon: Addressing Equity

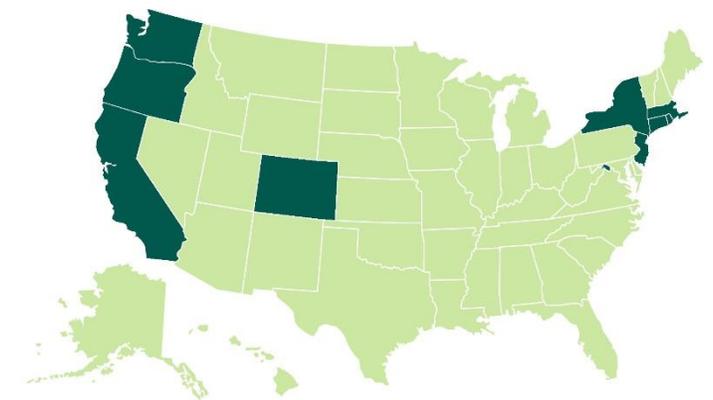


What is Paid Leave Oregon?



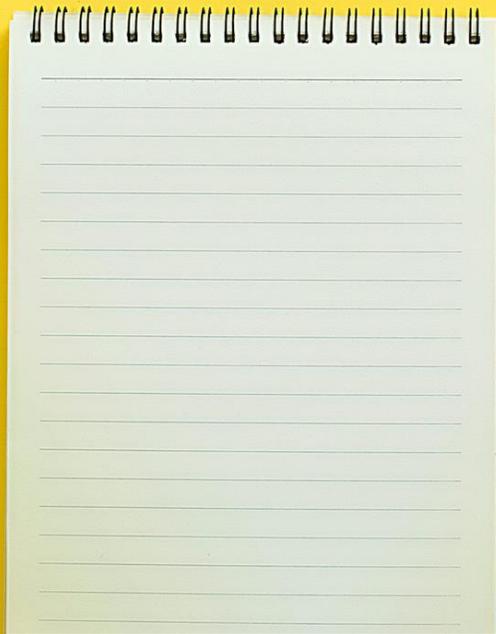
Oregon joins 12 others in having a paid leave program

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





Why paid leave?

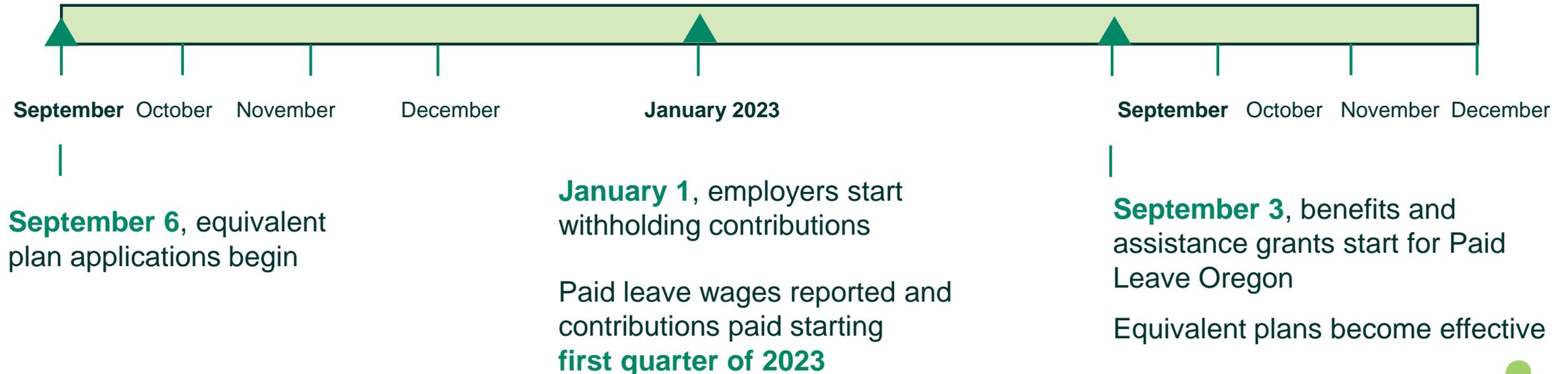
- Provides an important safety net for working Oregonians experiencing important life events
- Supports equitable access to paid leave for all workers
- Increases economic security, especially for historically marginalized groups
- Reduces employee turnover and promotes long-term employee productivity and morale
- Improves response to and prevention of violence and abuse in our communities



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

Employees

- 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
- 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

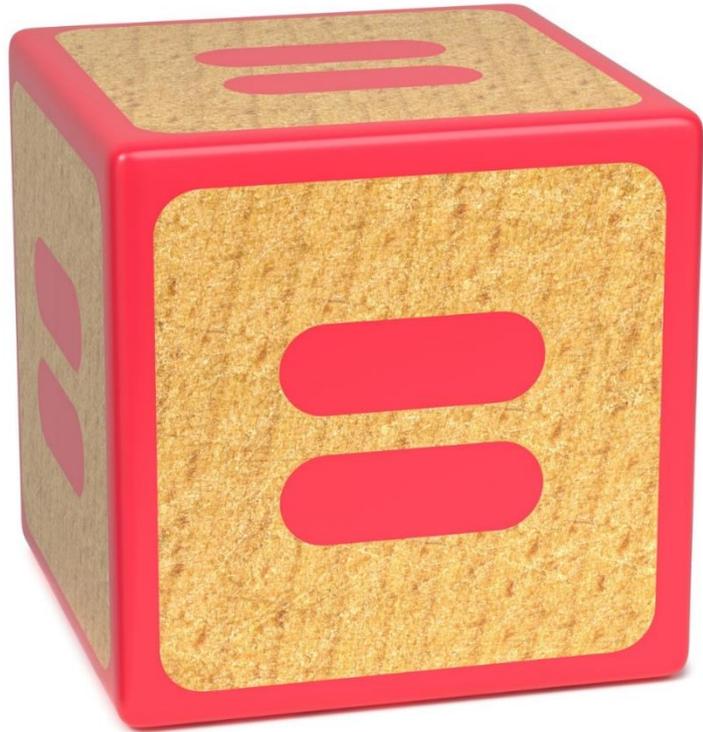
- The employees job is protected if they have worked for the employer more than 90 days
- Job protection applies regardless of employer size



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 plan applications are available now
- 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



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 plan details

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.

Applications
Accepted

Cost

Sept. 6 2022

\$250

* Allow 30 days for
department review
process



Equivalent plan 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).



Equivalent plan deadlines for 2023

Equivalent Plan Application

- Application available: September 6, 2022
- Application deadline: November 30, 2022 (for an approved plan by January 1, 2023)
- If you are not able to complete the full equivalent plan application by November 30, 2022, the department has an interim solution of a **Declaration of Intent** to establish your commitment to offering an approved equivalent plan

Declaration of Intent

- Declaration available: September 6, 2022
- Declaration deadline: November 30, 2022
- Extended deadline of the equivalent plan application: May 31, 2023



New online reporting with Frances

Ver las respuestas del asistente interactivo en español

State of Oregon
Employment
Department

Can I Help?

Username

Password

Log in

Forgot username or password?

What are you looking for?

Sign Up for Employer Access
Sign up for online access to manage your Unemployment Insurance and Paid Leave Oregon Contributions account(s).
› Sign Up for Online Access
› I Received My Access Letter

Third Party Administrator
Register for online access to view yours and your clients' Unemployment Insurance Tax and Paid Leave Oregon contributions account information and bulk file reports.
› Sign Up for Third Party Administrator Access

Make a Payment
Make a payment towards an assessment notice you received from Oregon Employment Department.
› Pay an Assessment Notice

- Now Live!
- Supports both unemployment insurance and Paid Leave Oregon
- Learn more about Frances at francesinfo.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 suggestions, questions, or concerns?



- Website: paidleave.oregon.gov
- Email: paidleave@oregon.gov
- Phone: 833-854-0166
- Subscribe to our mailing list
- Accommodations, including interpreters, are available

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