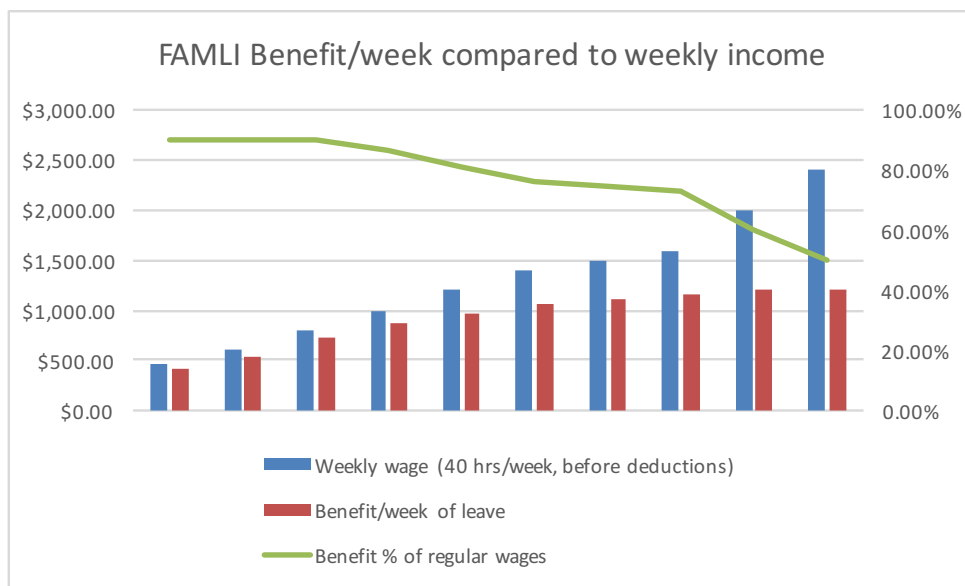


Example of costs and benefits of Paid Family and Medical Leave Insurance

90% up to AWW + 50% of additional weekly wages up to \$1200/week cap
(cap adjusted annually for inflation)

Hourly Wage	Weekly wage (40 hrs/week, before deductions)	Annual wage (52 weeks)	Employer Contribution/week @ 0.5%	Employee Contribution/week @ 0.5%	Annual Contribution (for each employer & employee)	Benefit/week of leave	Benefit % of regular wages
\$11.50	\$460.00	\$23,920.00	\$2.30	\$2.30	\$119.60	\$414.00	90.00%
\$15.00	\$600.00	\$31,200.00	\$3.00	\$3.00	\$156.00	\$540.00	90.00%
\$20.00	\$800.00	\$41,600.00	\$4.00	\$4.00	\$208.00	\$720.00	90.00%
\$25.00	\$1,000.00	\$52,000.00	\$5.00	\$5.00	\$260.00	\$868.81	86.88%
\$30.00	\$1,200.00	\$62,400.00	\$6.00	\$6.00	\$312.00	\$968.81	80.73%
\$35.00	\$1,400.00	\$72,800.00	\$7.00	\$7.00	\$364.00	\$1,068.81	76.34%
\$37.50	\$1,500.00	\$78,000.00	\$7.50	\$7.50	\$390.00	\$1,118.81	74.59%
\$40.00	\$1,600.00	\$83,200.00	\$8.00	\$8.00	\$416.00	\$1,168.81	73.05%
\$50.00	\$2,000.00	\$104,000.00	\$10.00	\$10.00	\$520.00	\$1,200.00	60.00%
\$60.00	\$2,400.00	\$124,800.00	\$12.00	\$12.00	\$624.00	\$1,200.00	50.00%

Based on 2015 Oregon average weekly wage of \$922.02



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