



Paid Family and Medical Leave Insurance Update

presented to the

2021-22 Senate Interim Committee

On Labor and Business

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Paid Family and Medical Leave Insurance Program



Our Mission

Support Business and Promote Employment

Our Vision

An Oregon where meaningful work enables the state's diverse people and businesses to realize their full potential, creating prosperity in every community.



Our Values

Integrity

We are trusted to keep our word, always acting with honesty and courage.

Respect

We value diverse perspectives, assume good intent, and act with compassion.

Community

We foster a sense of belonging for our employees, partners, and customers, creating positive impacts where we live and work.

Our Goals



Continually advance our partnerships and systems to provide innovative services to Oregon's diverse people and businesses



Engage with communities across the state to maximize awareness and use of public workforce resources



Foster an inclusive and fair work environment where employees feel valued and supported in reaching their full potential



Invite and retain talented, diverse people to help us exceed our customers' expectations

Paid Family and Medical Leave Insurance

Program Purpose

- Provide an important safety net for working Oregonians who need to take leave for a qualifying event.
 - Increase economic security
 - Improve equitable access to health care
 - Promote child development
- Reduce employee turnover and promote long-term employee retention, productivity, and morale.



Paid Family and Medical Leave Insurance

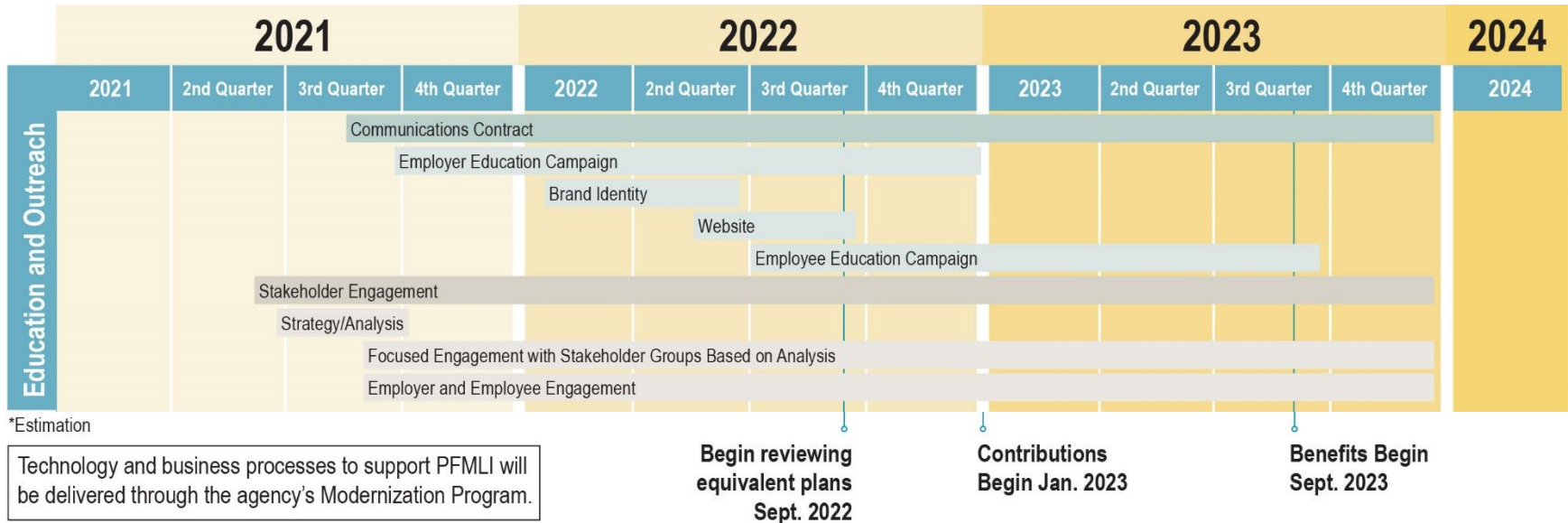
Benefits and Types of Leave

- Provide 12 weeks of paid leave to eligible workers
 - Two more weeks paid leave for pregnancy, childbirth, and related conditions
- Qualifying types of leave are:
 - Medical leave to care for an employee's own serious health condition or to care for a family member with a serious health condition
 - Family leave to bond with a new child during first year after birth, adoption, or foster placement
 - Safe leave to deal with issues related to domestic violence, harassment, sexual assault, or stalking



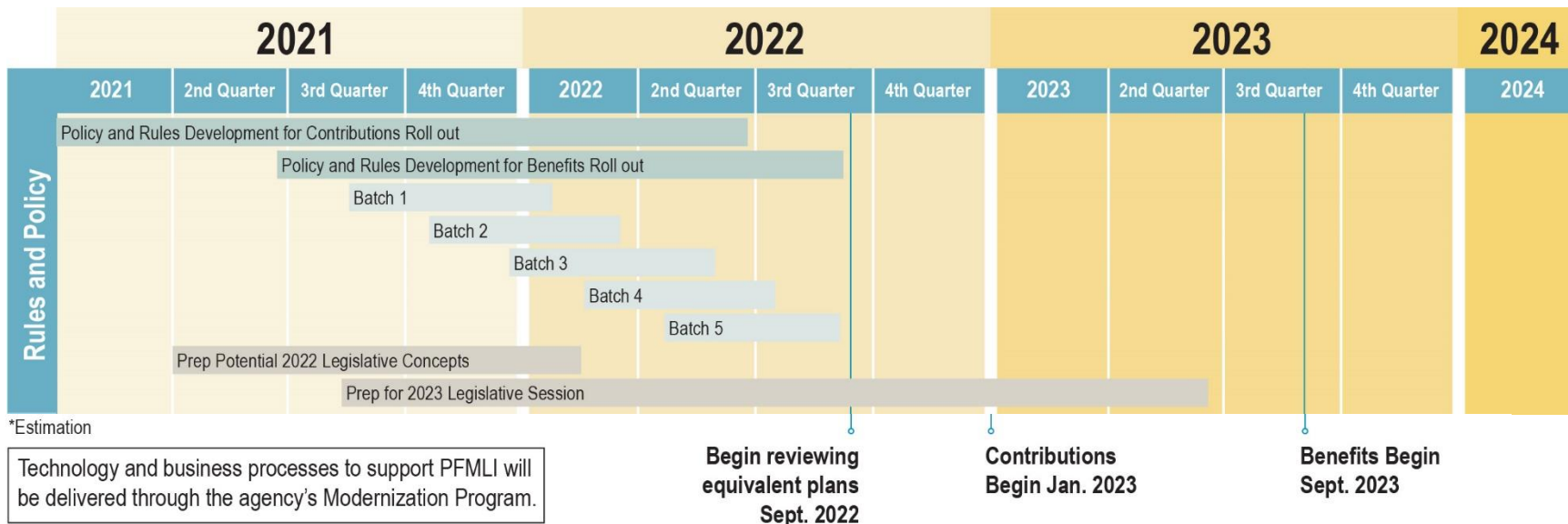
Oregon PFML Release Plan

Education and Outreach



Oregon PFML Release Plan

Rules and Policy



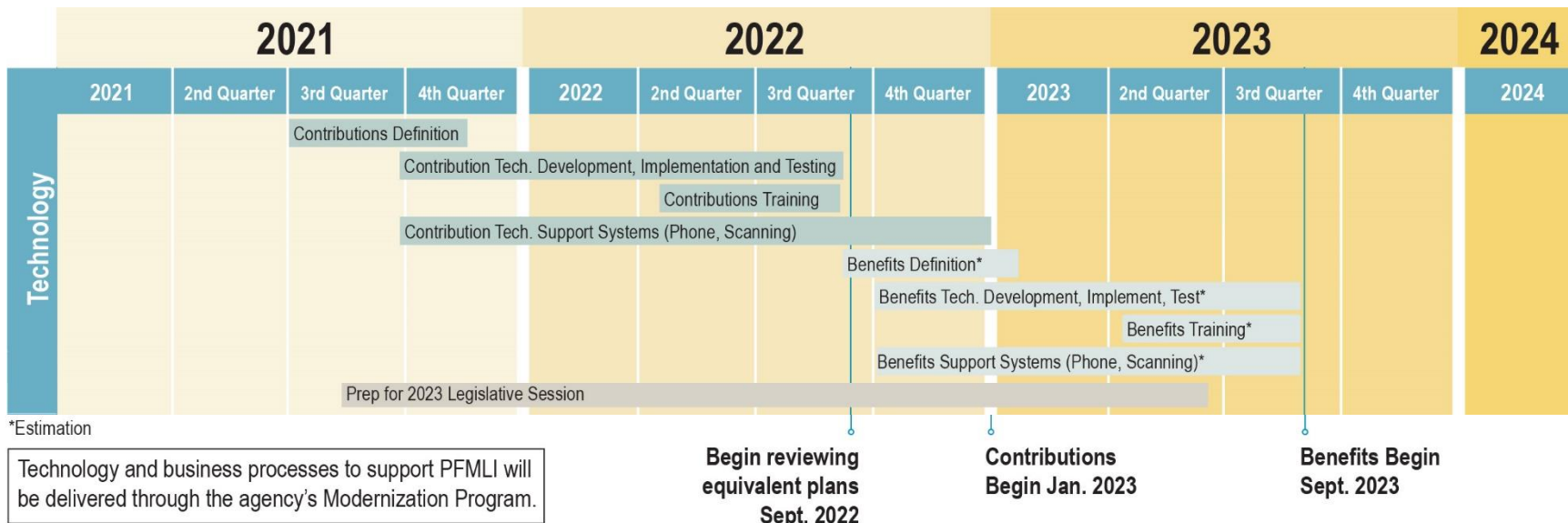
Oregon PFML Release Plan

Operations



Oregon PFMLI Release Plan

Technology



Building the Program: Collaboration and Engagement

PFMLI Advisory Committee

- Nine members meet monthly
 - Chaired by Employment Dept. representative
 - Four represent employee interests
 - Four represent employer interests—at least one is small employer
- Advises PFMLI director on implementation, administration, and rulemaking

Member	Employed by	Representing
Karen Humelbaugh	Oregon Employment Department	PFMLI Director
Amanda Dalton	Dalton Advocacy	Employers
Jenny Dresler	Public Affairs Counsel	Small employers
Linda Herrera	Pineros y Campesinos Unidos del Noroeste (PCUN)	Employees
Eric Hunter	CareOregon	Employers
Andrea Palouso	Family Forward Oregon	Employees
Eva Rippeteau	Oregon American Federation of State, County, and Municipal Employees (AFSCME)	Employees
Paloma Sparks	Oregon Business Industry	Employers
Jessica Giannettino Villatoro	Oregon American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)	Employees



Building the Program: Collaboration and Engagement

Other Engagement

- Website - oregon.gov/employ/PFMLI
- Advisory Committee workgroups, with broader membership, discuss specific topics
- Sign up for PFMLI newsletter on website
- Contracted with Brink to develop communications plan

Rulemaking Advisory Committee

- Composed of Advisory Committee members
- Other public and stakeholders provide input and suggestions
 - New rules
 - Amendment or repeal of existing rules
 - Fiscal impacts of proposed rulemaking

Virtual Town Hall Listening Sessions

- Oct 13—Contributions
- Oct 27—Equivalent Plans
- Nov 9—Benefits
- Nov 13—Small Employers
- Dec 8—Self-Employed



Rulemaking Update

Batch	Description	Rules Become Final
1	Contributions, Employer Size, Assistance Grants, Self-Employed Election, and Outreach rule	January 2022
2	Equivalent Plans	April 2022
3	Benefits	July 2022
4	Appeals	August 2022
5	Miscellaneous	September 2022

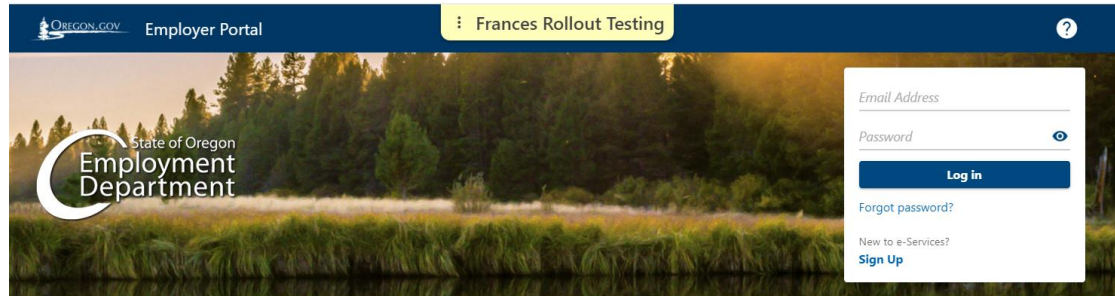


Steps with Modernization

- PFMLI subject matter experts have been fully engaged in supporting the Modernization team, including:
 - Participation in 90+ definition sessions
 - Checkpoints on base configuration and further refinement
- Working on letters and forms for the combined Contributions Division (with Unemployment Insurance)
- All PFMLI staff will participate in “First User System Experience” to begin learning to use the new system, called “Frances”



Frances e-services employer portal (test environment)



OREGON.GOV Employer Portal Frances Rollout Testing ?

State of Oregon
Employment
Department

Email Address

Password

Log in

Forgot password?

New to e-Services?
Sign Up

Search our online services



Submissions

Search for previous submissions.

> Find a Submission



Online Registration

Get started by registering your business or signing up for an online account.

> Register as a Self-Employed Individual



Report Fraud

Notify the agency of identity theft or Unemployment Insurance fraud.

- > Report Identity Theft
- > Report Unemployment Insurance Fraud

OED Modernization Partner Engagement

- External Stakeholder Engagement Planning:
 - 3 tier approach – beginning in January
 - Surveys
 - Focus Groups, including Functionality Demonstrations
 - Stakeholder Sandbox providing hands-on practice

Communication

- Contract with Brink Communications
 - Business and Employee Research
 - Communications Plan
 - Marking, Branding
 - Media and Social Media
 - Website

Building the Program: Addressing Equity

Universal Access

- Design programs for equitable access and opportunities
- Consider language, disability, income, race and ethnicity, culture, gender and gender identity, employment, education, location, technology and travel limitations, justice system involvement

Tribal Consultation

- Formal Consultation with Oregon's Tribes on impacts to Tribes

Cultural Values and Unconscious Bias

- Recognize culture values and unconscious biases impact our work
- Take conscious steps to avoid negative impacts on the public
- Continuously learn and look for unconscious bias to minimize its effect

Trauma-Informed Services

- Use trauma-informed approach when engaging with the public
- Recognize that employees' experience trauma and use trauma-informed practices when working with staff as well

Solvency Target

For the PFML Trust Fund to be solvent by statute:

- The balance in the trust fund should **not be less than six months' projected expenditures** at the end of contribution rate period.
- Contributions rates must be set accordingly.



Contribution Rate

- Projections have more uncertainty in PFMLI than in well-established programs.
- Oregon's PFMLI program is more progressive in most aspects than other states'.
- Recent data on PFMLI programs reflects the unusual pandemic environment.

Contribution Rate Continued

- Initial contributions must fund PFMLI benefits and administration and repay the General Fund start-up costs.
- Original implementation timeframe provided a year of collecting contributions before benefits were paid; this is now just eight months.
- If initial contribution rates are too low, the PFMLI Trust Fund could run out of money, which means no further benefits would be paid until additional contributions are received.


Oregon.gov/employ/pfmli

An official website of the State of Oregon [Here's how you know >](#)

OREGON.GOV Home Job Seekers Unemployment Businesses Agency Information Modernization Paid Family and Medical Leave Insurance Forms Videos [Select Language](#)


Employment Department / Paid Family and Medical Leave Insurance

Paid Family and Medical Leave Insurance




About the PFMLI Program

- Program Overview
- Program Timeline
- Program Materials
- Meet the Leadership Team



How to Stay Informed

- Committees and Workgroups
- PFMLI Events
- Rulemaking Advisory Committee
- Formal Rulemaking



Get In Touch

- Email us with questions or concerns [✉](#)
- Comment on PFMLI Administrative Rules [✉](#)
- Subscribe to the PFMLI Newsletter



Questions?

