



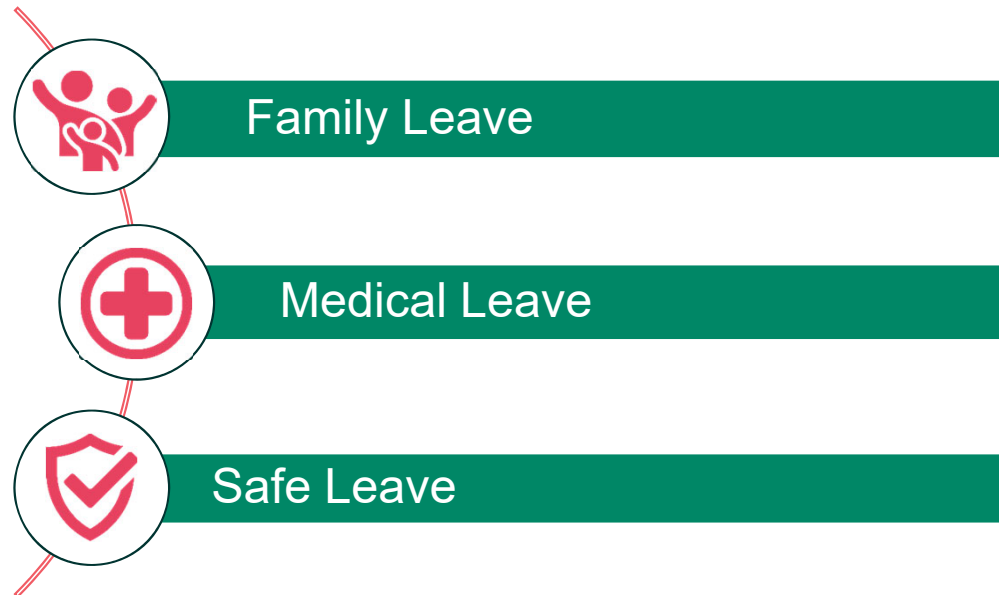
A new program that allows workers in Oregon to take paid time off for some of life's most important moments that impact our families, health and safety.



Senate Labor & Business  
Sept. 28, 2023

Karen Humelbaugh, Director, Paid Leave Oregon

# What is Paid Leave Oregon?



# 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**



# Paid Leave Oregon's timeline



# Equivalent Plan Data

## Top 5 Industry Types

1. Elementary & Secondary Schools
2. Offices of Physicians
3. Offices of Lawyers
4. New Car Dealers
5. Building Construction

Anticipated Lost Applications	
2023	2024
\$ 306,000,000	\$ 313,000,000
Anticipated Benefits Saved	
2023	2024
\$ 58,300,000	\$ 182,500,000

Statistics	
Fully Insured	2,833
Employer Administered	273
Employees Covered	410,330 (17%)
Large Employers	2,050 (19%)
Small Employers	1,056 (1%)

Equivalent Plan Applications	
Received	3,171
Approved	3,106



# Call Wait Times

Last Week's Phone Data	
Total Calls	8,798
Average Wait Time	8 mins, 55 sec.
Average Talk Time	8 mins, 7 sec.

Emails	
Received on Average in a Day	248
Answered on Average in a Day	166

Talk time	
Calls Between 0-5 Mins.	3,788
Calls Between 5-10 Mins.	2,655
Calls Between 10-15 Mins.	1,182
Calls above 15 Mins.	1,173



# Leave Types by the Numbers

As of 9/26/23

	Consecutive Leave	Intermittent Leave	Total Applications	Total Application %	Total Applications Approved	Total % of Applications Approved
Bonding Leave	9,279	2,685	11,964	42.22%	6,598	62.39%
Family Leave	1,806	1,389	3,195	11.27%	908	8.59%
Medical Leave	7,677	1,878	9,555	33.72%	2,949	27.88%
Safe Leave	1,573	2,053	3,626	12.79%	121	1.14%
<b>TOTAL</b>	<b>20,335</b>	<b>8,005</b>	<b>28,340</b>		<b>10,576</b>	





# Application Request Breakdown

Leave Type	Forecasted	Actual Average Request
Bonding	9.5 weeks	10.39 weeks
Family	7 weeks	6.07 weeks
Medical	7 weeks	6.69 weeks
Safe	2 weeks	9.38 weeks

As of 9/26/23 – Only includes Consecutive Leave Requests



# Top Denial Reasons

- Fraud
- Equivalent plan employees
- Not currently employed
- Not uploading correct information
- Wage-related



# Original Forecast vs Actual Revenue Received

Quarter	May 2023 Forecasted Contributions Collected (\$)	Received Contributions as of 9/26/23
Q1 2023	\$ 217,000,000	\$ 223,490,000
Q2 2023	<u>\$ 199,650,000</u>	<u>\$ 194,230,000</u>
TOTAL	\$ 416,650,000	\$ 417,720,000

As of 9/26/23



# Paid Leave Oregon Benefit Assumptions

	Other States Experience	Previous Assumptions	May 2023 Current Assumptions
Program benefit usage (2023)	WA – 6.4% (first year – 2020) and 6.83% (2022); MA – 7% (2022); D.C. – 2.6% (2022); RI – 7.97% (2021); CA – 5.51% (2021)	6.5%	7%
Claim applications (2023)	WA – 43.72% of approved claims in first year (2020) were bonding claims MA – 44% of approved claims in first year were for bonding (2021)	43,243	68,190
Claim applications (2024)		136,104	138,658
Average leave duration	WA (12 weeks total) – Medical Leave: 7.19 weeks; Family Leave: 7.61 weeks; Bonding Leave: 8.04 weeks MA (26 weeks total) – Medical & Family Leave: 12 weeks; Bonding Leave: 9.41 weeks	Medical & Family Leave: 7 weeks Safe Leave: 7 days	Medical & Family Leave: 7 weeks Safe Leave: 2 weeks Bonding Leave: 9.5 weeks
Average Weekly Benefit		\$ 749	\$ 871

# Estimated Benefit Payments for Applications Received To-Date

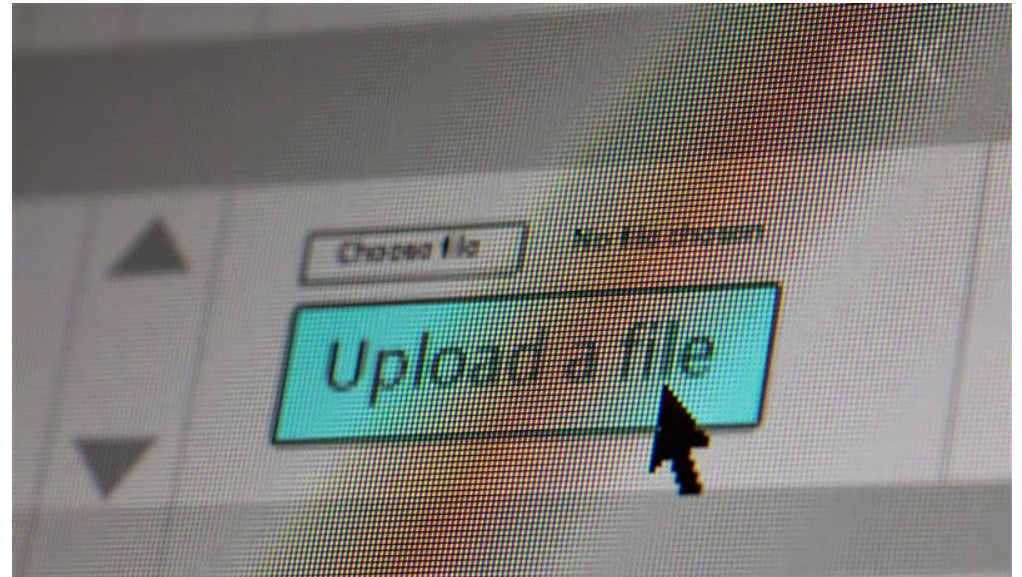
Leave Type	Forecasted	Estimated Benefits To Be Paid
Bonding	\$ 99,000,000	\$ 98,660,000
Family	\$ 19,500,000	\$ 26,060,000
Medical	\$ 58,250,000	\$ 42,925,000
Safe	<u>\$ 6,320,000</u>	<u>\$ 8,096,000</u>
<b>TOTAL</b>	<b>\$ 183,070,000</b>	<b>\$ 175,741,000</b>

As of 9/26/23 – Includes Consecutive & Intermittent Leave Requests



# Ways to speed up claims

- Uploading documents
- Employers verifying employee notice in Frances
- Understanding types of leave (intermittent vs. consecutive)



Questions?

Web: [PaidLeave.Oregon.gov](http://PaidLeave.Oregon.gov)

Email: [paidleave@Oregon.gov](mailto:paidleave@Oregon.gov)

