



Senate Labor and Business Committee

Paid Leave Oregon Update

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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.

Our Mission

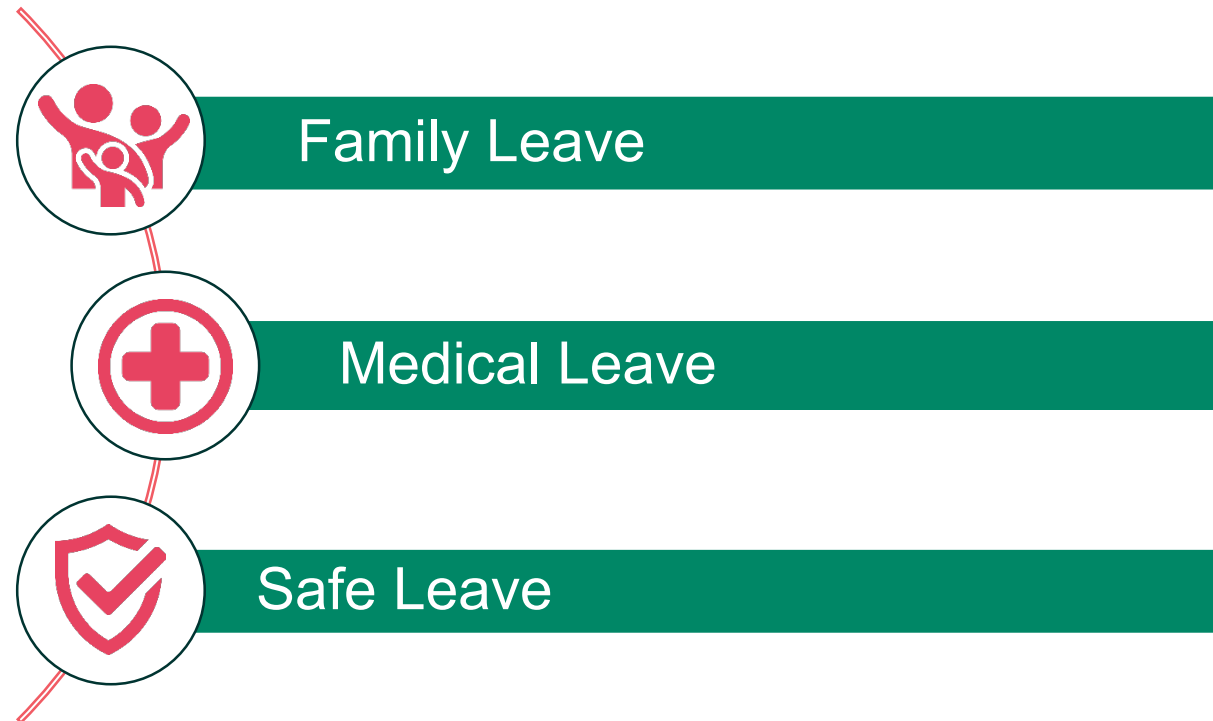
To provide people who work, own businesses or run organizations in Oregon easy access to paid leave benefits so they have the support, resources, and peace of mind when it matters most

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



What is Paid Leave Oregon?



When does Oregon's paid leave start?



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



Paid Leave Contribution Rate

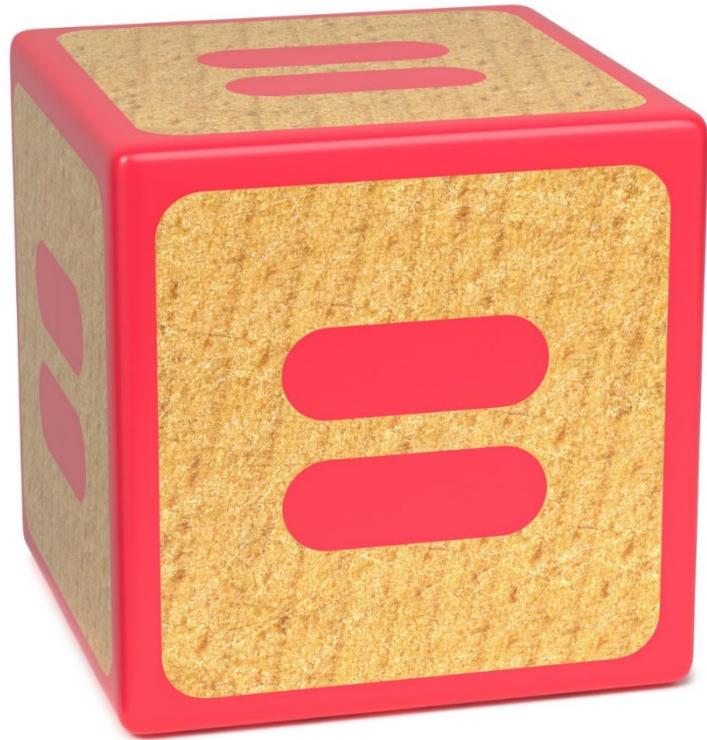
- Set annually
- Unique 2023 Considerations
 - Uncertainty in projections
 - General Fund repayment
- Statutory change in program implementation timeline
- Closely watching economic variables



Paid Leave Oregon Trust

- Multiple data points in forecast updated quarterly
- Assumptions
 - Repay General Fund loan June 2023
 - Contributions received evenly over quarters
 - Benefit claim rate
 - Small versus large employers
 - Opt in of Self-Employed
 - Interest, penalties, fees





Equivalent plans

- Employers may provide Paid Leave Oregon benefits to their employees through an equivalent plan
- Equivalent plan applications through Frances Online
- Provide equal to or greater benefits to employees



Outreach & Engagement



- Community conversations
- New approaches to reaching communities
- Multiple languages
- Staff across state
- Ways to engage
- Statewide campaign



Frances Online

State of Oregon
Employment
Department

Español

Can I Help?



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](#)



Register as Self-Employed

Register as a self-employed individual to elect and manage Paid Leave Oregon coverage.

> [Register for Self-Employed Contributions](#)



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.

- Now Live!
- Supports both Unemployment Insurance and Paid Leave Oregon
- Learn more about Frances at francesinfo.oregon.gov



- Website: PaidLeave.Oregon.gov
- Email: paidleave@oregon.gov
- Phone: 833-854-0166



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