

OREGON PFMLI FAST FACTS

Oregon enacted legislation in 2019 to create a Paid Family & Medical Leave Insurance Program (PFMLI). Contributions into the program are expected to begin on Jan. 1, 2023 with benefits becoming payable as of Sept. 3, 2023. Employers can provide an equivalent private paid family and medical leave plan if it is the same or better than the State Program and is approved by the Oregon Employment Department.



WHAT ARE THE RATES FOR THE STATE PROGRAM?

- The total contribution rate for 2024 is one percent of an employee's wages, up to \$168,600 per employee.²
- Employees will contribute 60% and employers will contribute 40% of the total contribution rate. Employers have the option to pay some or all of their employees' portion.
- Employers with a total employee count fewer than 25 employees are not required to pay the employer contribution. If such employers elect to pay this contribution, they can apply to receive a grant to assist with certain costs related to the program.



WHAT BENEFITS ARE PROVIDED UNDER THE PROGRAM?

Paid Family Medical Leave

- **Leave Amount:** Up to 12 weeks paid for any combination of family, medical and safe leave, with total paid and unpaid leave generally capped at 16 weeks.¹
- **Benefit Rate:** Rate depends on employee's average weekly wage. If employee's average weekly wage is:
 - » equal or less than 65% of the state average weekly wage, then employee receives 100% of their average weekly wage.
 - » greater than 65% of the state average weekly wage, then the employee receives the sum of 65% of state average weekly wage and 50% of the amount of employee's average weekly wage that is greater than 65% of the state average weekly wage.
- **Maximum Weekly Benefit:** 120% of the state average weekly wage (SAWW). The SAWW is subject to change annually.



WHAT CAN PFML BE USED FOR?

Eligible employees can use PFML in full day increments to:

- Welcome a new child (through birth, as well as adoption or foster placement).
- Care for a family member (related by blood or affinity) with a serious health condition.
- Recover from an employee's own serious health condition that is unrelated to their job.
- Take safe leave for purposes related to domestic violence, harassment, sexual assault, stalking or bias crimes.



WHO IS ELIGIBLE?

- For the State Program, the employee must have earned at least \$1,000 in either the first four (4) of the last five (5) completed quarters or the last four (4) completed quarters preceding the Sunday before the date of leave.
- Employers with equivalent plans may waive eligibility requirements in part or in full.

For more information about OR PFML, visit [TheHartford.com/paid-family-medical-leave/or](https://www.TheHartford.com/paid-family-medical-leave/or)



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¹ Additional paid weeks are available for limitations related to pregnancy; for a total of 18 weeks.

² Premium under private plans will be assessed differently, but an employee's contribution cannot exceed what is allowed under the state plan.

Statutory Paid Family and Medical Leave Form Series includes GBD-1858 PFML (OR).