

Oregon

<https://www.oregon.gov/employ/PFMLI/Pages/default.aspx>

Date law enacted	Paid Family and Medical Leave (PFML) Contributions Start: 1/1/2023 Benefits payable: 9/3/23
Annual updates due	July
Benefits can be used for	Starting 9/3/2023 Medical Leave can be used for a worker's own serious health condition. Family Leave can be used to (1) bond with a child within one year of the child's birth or placement for foster care or adoption; or (2) care for a family member with a serious health condition. Safe leave can be taken to address certain medical and nonmedical needs arising from domestic violence, harassment, sexual assault, or stalking.
Type of law	State fund primarily with self-insured voluntary plan option.
Funding source	Employee and employer contributions.
Types of private plans	Insured and self-insured private plans may be substituted. Combined Family and Medical Leave coverage only (cannot separate medical and family benefits).
Limitations upon right to establish private plans	TBD
Employee contributions	Employee contributions: 60% of total rate (deducted from wages by employer).
Employer contributions required	Employer contributions: 40% of total rate.
Employers covered	Employers of one or more on any day in current or previous calendar year.
Employees excluded	Federal government or a tribal government.
Religious exemptions	None
Employee eligibility requirements	Earnings from all employers of \$1,000 during the base year (first 4 of the last 5 completed quarters or the 4 most recently completed quarters).
How benefits are computed	If an employee's average weekly wage is equal to or less than 65% of the statewide average weekly wage, 100% of the employee's average weekly wage, up to the cap. If an employee's average weekly wage is more than 65% of the statewide average weekly wage, the sum of (1) 65% of the statewide average weekly wage plus (2) 50% of the employee's average weekly wage that is more than 65% of the statewide average weekly wage, up to the cap.
Minimum weekly benefits	5% of the statewide average weekly wage.
Maximum weekly benefits	Up to 120% of state average weekly wage. Estimated benefit in 2023 is \$1312.

Oregon (continued)

Maximum duration	12 weeks of paid leave (2 additional weeks for complications related to pregnancy). May also qualify for 4 weeks unpaid leave for a total of 16 approved leave weeks.
Waiting period	None
Maternity benefits	12 weeks of paid leave (2 additional weeks for complications related to pregnancy).
Effect of continued pay from employer during disability	Employee may receive compensation concurrently with any employer-provided plan. Total compensation shall not exceed such covered employee's regular pay.
State sick Leave mandate	Yes. Employees whose place of business has 10 or more employees (six or more employees if employer is in a city with population above 500k, so that Portland's law remains in effect) accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. All others receive equivalent unpaid time. Covers sick time for employee or family members' care, for Oregon family leave purposes, for reasons related to a public health emergency and for absences associated with employee or minor child/dependent's domestic violence, sexual harassment, assault, or stalking.
State program benefits financed by	State fund to be created in 2022 from employee and employer contributions of no more than 1.0% of wages up to Social Security (SS) cap.
Post-employment	None
Job protection	Yes, if employed more than 90 days with same employer.
Family leave covered relatives	Spouse or registered domestic partner, sibling, child, child-in-law, child of the worker's registered domestic partner, grandparent, grandchild, parent, parent-in-law or parent of the worker's registered domestic partner, or any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship.
Definition of wages used for contributions and benefits	Wages are payments made to an individual for personal services and the cash value of all compensation to that individual in any medium other than cash. Unless specifically excluded in ORS Chapter 657, wages include, but are not limited to, the following: salaries, hourly pay, piece rate, payments by the job, vacation, sick, holiday, disability, guaranteed wage payments, commissions, dividends, distributions, bonuses, gifts, fees, prizes, and tips.