

Paid Leave Oregon

Paid Family and Medical Leave (PFML) is a lot to take in. Knowing the landscape of benefits in your state is key to protecting employers and employees and staying compliant with the law. We specialize in providing benefits communication and guidance navigating regulatory impacts to benefit programs.



WHO IS COVERED?

Employer

Covered:

- Employers of any size
- In- or out-of-state employers with one employee or agent working in Oregon

Not covered:

- Federal government
- Tribal governments may opt in

Employee

Covered:

Workers must have earned at least \$1,000 during the base year.

- Employees working for an employer for wage or contract of hire who opt in
- Self-employed who opt in
- Employee of tribal governments that opt in
- Part-time workers and homecare workers

Not covered:

- Independent contractors, participants in work training or work study programs, railroad



KEY DATES

Bill Passed	Contributions Begin	Benefits Begin
2019	January 2023	September 2023



TYPE OF LEAVE

Family	Medical	Safe
✓	✓	✓



BENEFIT DETAILS

- **Family leave:** Up to 12 weeks in any benefit year (this is the cumulative limit)
Bereavement leave: Up to 2 weeks unpaid leave following the death of a family member (within 60 days of death)
A family member includes a worker's spouse or registered domestic partner, sibling, child, child-in-law, grandparent, grandchild, parent, parent-in-law, 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.
- **Medical leave:** Up to 12 weeks in any benefit year (this is the cumulative limit)
- **Safe Leave:** 12 weeks in any benefit year (this is the cumulative limit)
- **Benefit calculations:** 100% of a worker's average weekly wage **up to** 65% of the state average weekly wage, plus 50% of average weekly wage **above** 65% of the state average weekly wage
- **Maximum weekly benefit** is 120% of state average

American Fidelity is a leading insurance and services provider. This information is intended to be educational. This page and all downloadable items are up to date as of June 2022 and have not been updated for changes in the law, administration, or current events.



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