

e-Alert

08.27.21

Oregon Delays Implementation of Paid Family and Medical Leave Program

Background

Oregon has amended its timeline for employers to implement the state's paid family and medical leave program.

Summary

Oregon originally enacted its paid family and medical leave program back in 2019. This program would provide eligible employees with up to 12 weeks of paid family, medical, and safe leave benefits based upon certain circumstances. Payroll contributions and employers' notifications were to begin January 1, 2022. Employees would then be eligible to utilize this time beginning January 1, 2023.

The amended law provides that employers and employees must begin making contributions no later than January 1, 2023. The amendment includes discrimination, retaliation, recordkeeping, notice, and penalty provisions to take effect on January 1, 2023. Employees are required to provide employers with notice prior to taking a leave beginning on August 3, 2023. Employees may take advantage of these protected leave benefits starting September 3, 2023.

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Employer Next Steps

- Review your current leave policies to ensure compliance by January 1, 2023.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy, please [email us](#).

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