



# OREGON

## PAID FAMILY AND MEDICAL LEAVE (OR PFMLI) FACT SHEET

<b>Effective Date</b>	Contributions into the program start no later than January 1, 2023; Individuals will be eligible to take PFMLI beginning September 3, 2023.		
<b>Employee Eligibility</b>	Eligible employees include individuals who earn \$1,000 or more in the year prior to claiming their benefit. Self-employed workers, independent contractors and tribal governments are not automatically covered by PFMLI but may choose to opt into the program.		
<b>Covered Employers</b>	All public and private employers working in Oregon must provide family and medical leave insurance (PFMLI) benefits to covered individuals. The federal government and tribal governments are excluded.		
<b>Contribution Rates &amp; Funding</b>	<p>The PFMLI contribution rate is 1% of an employee's gross wages for 2023.</p> <p><b>Employee contribution: 60%</b>  <b>Employer contribution (through payroll deductions): 40%</b></p> <p>Employers with less than 25 employees are not required to contribute but may do so voluntarily.</p>		
<b>Reasons for Leave</b>	<p><b>Paid Family Leave (PFL):</b></p> <ul style="list-style-type: none"> <li>Bonding with newborn, adopted or foster child</li> <li>Caring for a family member with a serious health condition</li> <li>Military exigency or caring for a covered service member</li> <li>Serving as an organ or bone marrow donor</li> </ul>	<p><b>Paid Medical Leave (PML):</b></p> <ul style="list-style-type: none"> <li>Employee's own serious health condition</li> </ul>	<p><b>Safe Leave:</b></p> <ul style="list-style-type: none"> <li>Reasons covered under <a href="#">Oregon's domestic violence leave law</a></li> </ul>
<b>Weekly Benefits</b>	Eligible employees will receive a weekly benefit payment, depending on the average weekly wage. Many employees will get 100% of their wages replaced; a maximum balance has not been announced at this time.		
<b>Timing of Benefits</b>	Employees may start applying for benefits beginning September 3, 2023; information regarding whether there will be a waiting period or benefit timeline has not been announced at this time.		
<b>Maximum Leave Benefit</b>	Employees may take up to 12 weeks of paid time off in a year. Employees who have given birth or have health issues related to childbirth may be eligible for two additional weeks.		
<b>Voluntary Plan</b>	Employers can apply to the Director of the Employment Department for approval to meet their obligations through a private plan.		
<b>Interacting with Other Laws</b>	PFMLI is job-protected and will run concurrently with the Oregon Family Leave Act (OFLA) and the Family and Medical Leave Act (FMLA).		
<b>Additional Resources</b>	For more information, visit the <a href="#">Oregon state website</a> . To learn more please visit our <a href="#">State Paid Leave Interactive Map</a> .		