

## e-Alert

07.21.2023

# Employees Can Start to Apply for Oregon Paid Family and Medical Leave Insurance September 3, 2023

## Background

As a reminder, the [Oregon Paid Family and Medical Leave Insurance \(OR PFMLI\)](#) law requires all private Oregon employers to provide covered individuals with paid family and medical leave, funded through a payroll tax that began in January 2023. Employees are eligible for OR PFMLI if they meet the financial eligibility requirements. This law provides supplemental paid job-protected leave.

## Summary

Starting **September 3, 2023**, eligible employees will be able to **apply** for OR PFMLI for the following reasons:

- To care for a new child during the first year after the child's birth, adoption, or foster care placement
- To care for a family member with a serious health condition
- For an employee's own serious health condition
- Reasons related to domestic violence, sexual assault, stalking, or harassment

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(safe leave)

The OR PFMLI program provides up to twelve (12) weeks of paid leave in a 52-week period or up to fourteen (14) weeks for pregnancy or health issues related to childbirth.

## Employer Next Steps

We have summarized key steps employers should take to comply with this law.

- Employers play a key role in ensuring that their employees are informed about their rights and responsibilities. If you have not already distributed the required [Model Notice Poster](#) to your workforce, ensure you do so as soon as possible
- Prepare for employee questions by reviewing our recent [e-Alert](#), [OR PFMLI Fact Sheet](#), as well as the state's [PFMLI FAQ](#)
- If you have any questions regarding this e-Alert, please [email us](#)