



A program that allows workers in Oregon to take paid time off for some of life's most important moments that impact our families, health, and safety.

Senate Committee on Early Childhood and Behavioral Health Feb. 11, 2025

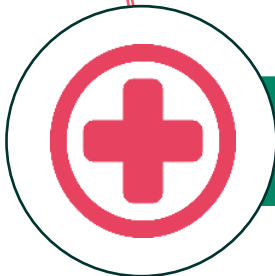
- Paid Leave Oregon
- Benefit Applications
- Benefits Paid
- Who is taking Bonding Leave
- Access to Paid Leave Oregon



What is Paid Leave Oregon?



Family Leave



Medical Leave



Safe Leave

Contributions – Contributing together



Contribution Rate:

- Set annually for calendar year
- Same rate for all employers (and employees)
- Maximum rate is 1% of employee wages, up to \$176,100

Employees	Large Employer
60% of contribution rate	40% of contribution rate

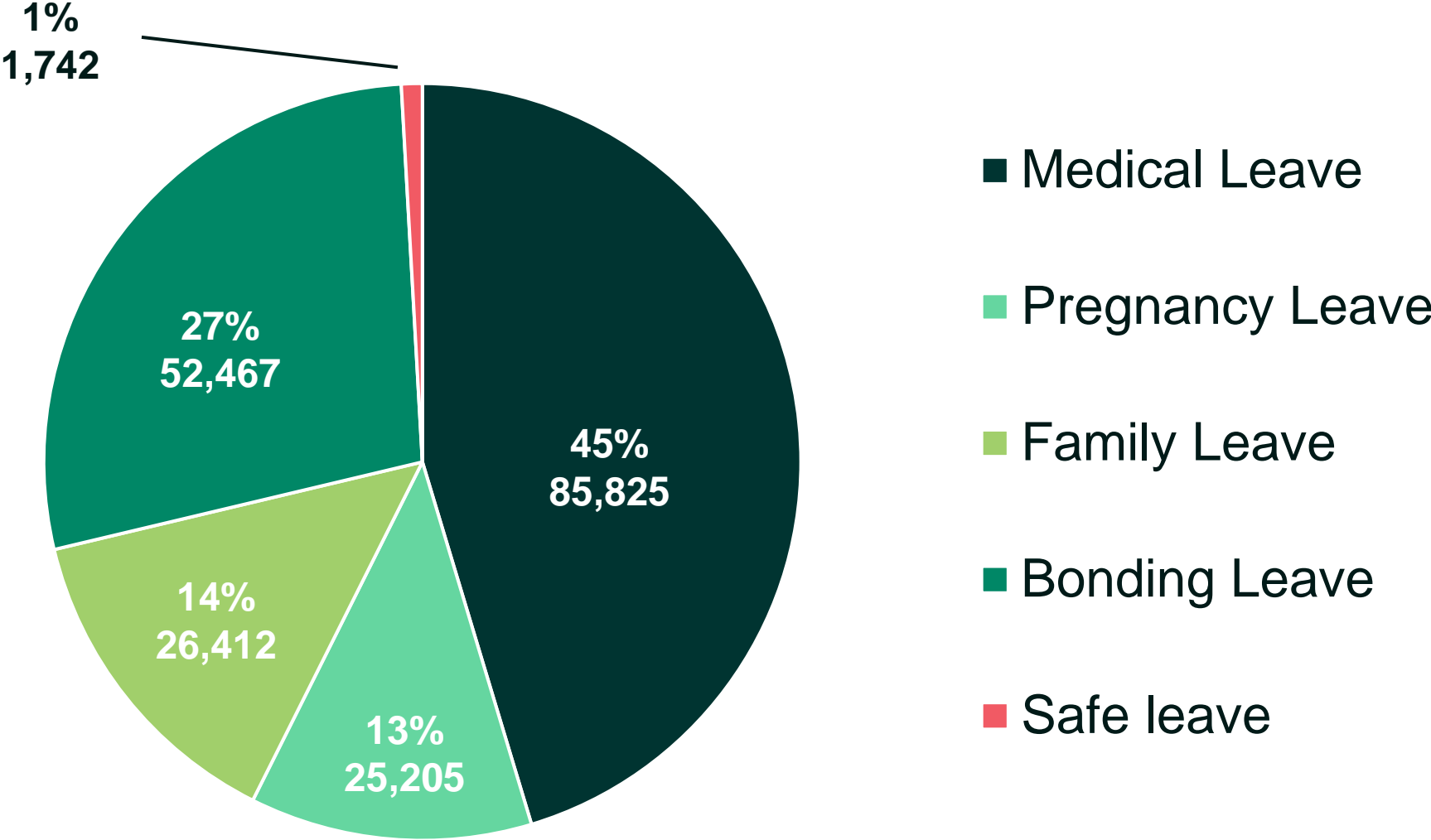
Paid Leave Eligibility

Eligibility requirements

- You are employed and your work is located in Oregon.
- You earned at least \$1,000 in wages in the year before your qualifying life event.
- You contributed to Paid Leave through payroll deductions.
- You experience a qualifying life event.



Paid Leave Benefit Applications



Benefit Payments to Date

Leave Type	Total Rounded to the Nearest \$100,000	Average Weekly Benefit Amount
Bonding Leave	\$ 400.2 Million	\$ 931



Demographics for Bonding Leave

Label	Paid Leave Oregon	Oregon Labor Force
Male	43.0%	50.46%
Female	52.6%	49.54%
Prefer Not to Answer	4.4%	Not Available

Source: Oregon Employment Department and U.S. Census Bureau American Community Survey 2023 5-Year Estimates, Table S2301



What Are Our Outreach Methods?

- Website
- Emails
- Social media
- Webinars
- Earned media
- Direct mailing
- Statewide marketing and advertising (paid media)
- Community forums
- Posters and brochures
- Video tutorials to help users navigate Frances Online and other processes





Questions?