

DAS CHRO FAQs for Executive Branch Employees Paid Leave Oregon

* indicates new question/information added

Paid Leave Oregon is a new program [passed into law](#) in 2019 and provides employees easy access to paid leave benefits for events that impact their families, health, and safety.

Contributions

1. Who administers Paid Leave Oregon?

Paid Leave Oregon is administered by the Oregon Employment Department.

2. When do contributions begin?

Contributions began with your Jan. 3, 2023, paycheck. Learn more about contributions to Paid Leave Oregon on their website at <https://paidleave.oregon.gov/>

3. If contributions began in January 2023, why were they deducted from my December 2022 (paid January 2023) wages?

Paid Leave Oregon contributions are made based on the date of pay (January 2023), not when the hours being paid were worked (December 2022).

4. What is the contribution rate?

The contribution rate for 2023 is 1% of gross wages up to \$132,900. Learn more about contributions to Paid Leave Oregon on their website at <https://paidleave.oregon.gov/employees/overview.html>

5. How much money will be deducted from my paycheck for Paid Leave Oregon?

Employees pay 60% of the 1% total contribution rate. For example, if your paycheck totals \$1,000, you would pay \$6 for your portion of the contribution rate for that month's paycheck.

6. What are contributions based on?

Contributions are based on your gross taxable income (before any pre-tax deductions are made).

7. I am a seasonal employee; do I make contributions to Paid Leave Oregon?

Yes, all employees will contribute to Paid Leave Oregon regardless of their employment status.

8. Will contributions be deducted even if I don't receive a full month's paycheck?

Yes, contributions are deducted on any wages earned.

9. Can employees opt-out of contributing to Paid Leave Oregon?

No, employees cannot opt-out of contributing to Paid Leave Oregon.

10. Is Paid Leave Oregon a program only for State of Oregon employers?

No, Paid Leave Oregon applies to all employers who have employees working in Oregon. *There are exceptions for those who are self-employed or who work for tribal or federal governments.

11. I work remotely full-time outside of Oregon; will I contribute to Paid Leave Oregon?

No, employees who work full-time outside of Oregon do not contribute to Paid Leave Oregon and are not eligible to receive benefits.

12. I have a hybrid schedule and routinely work remotely two or three days a week outside of Oregon; will I contribute to Paid Leave Oregon?

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Yes, employees who work a hybrid work schedule and who have a set schedule (routine) for days worked both within and outside of Oregon will contribute to Paid Leave Oregon on all wages earned in and outside of Oregon.

13. I have a hybrid schedule and work mainly from outside of Oregon and occasionally work in Oregon; will I contribute to Paid Leave Oregon?

No, employees whose work within Oregon is intermittent and irregular (temporary, transitory or isolated in nature) will not contribute to Paid Leave Oregon on any of their wages.

14. I have a hybrid schedule and work mainly within Oregon but occasionally work in Idaho; will I contribute to Paid Leave Oregon?

Yes, employees whose work outside of Oregon is intermittent and irregular (temporary, transitory or isolated in nature), will contribute to Paid Leave Oregon on all wages earned in and outside of Oregon. Learn more about remote work and out-of-state work on the [Paid Leave Place of Performance Fact Sheet](#).

15. How will Paid Leave Oregon know that I work remotely full time and am not eligible for contributions?

Contributions will be deducted in compliance with Paid Leave Oregon rules and remote work agreements housed within Workday and Workday time tracking.

16. Will I need to enter a new work remote agreement if I work remotely out-of-state?

Yes, if you are a hybrid out-of-state worker, you will need to enter a new Working Remotely request in Workday.

17. *Where can I learn more about Paid Leave Oregon and place of performance?

You can learn more on the Paid Leave Place of Performance Fact Sheet.

18. If I leave state service, are my contributions returned to me?

No, contributions go into the trust fund that all employees working in Oregon may benefit from.

19. Why am I paying contributions starting Jan. 2023, when I can't apply for benefits until Sept. 3, 2023?

Employees begin contributions in January to build up money in the trust fund so benefits may be paid starting in September.

Paid Leave Oregon and Short-Term Disability

20. Should I continue to enroll in the Standard Insurance Short Term Disability plan?

PEBB has released the following statement:

"We are actively seeking clarification on how Paid Leave Oregon will interact with PEBB's disability plans. In the meantime, PEBB members should enroll in the disability coverage they need/want for January – August 2023. Paid Leave Oregon benefits will not be payable until September 2023, and we want to ensure people have the protection they need/want in place for those first eight months. The PEBB Board will be exploring options to ensure PEBB members are able to balance any overlap of PEBB disability coverage and Oregon Paid Leave coverage for September – December."

Benefits

21. When can I start applying for benefits?

Starting Sept. 3, 2023, employees will be able to apply to Paid Leave Oregon for benefits if they have a qualifying life event.

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22. Who decides if I'm eligible for benefits?

Employees apply directly to Paid Leave Oregon - Paid Leave Oregon determines who qualifies for benefits and the amount of benefits they receive. Learn more about the program at <https://paidleave.oregon.gov/employees/overview.html>

23. How will Paid Leave Oregon work with FMLA and OFLA?

For information on how Paid Leave Oregon compares with FMLA, OFLA and Oregon Sick Leave, please visit Paid Leave Oregon's website at <https://d1o0i0v5q5lp8h.cloudfront.net/paidleave/live/assets/resources/Paid-Leave-OFLA-FMLA-Chart-EN.pdf>

24. Do I have to exhaust my accrued leave prior to receiving Paid Leave Oregon benefits?

No, you do not have to exhaust your accrued leave prior to receiving Paid Leave Oregon benefits.

25. Will Paid Leave Oregon benefits be considered PERS subject wages?

No, Paid Leave Oregon benefits are not PERS subject wages.

26. Will the time I am receiving Paid Leave Oregon benefits count as PERS time of service?

No, time of service is not earned while receiving Paid Leave Oregon benefits.

27. If I'm approved for Paid Leave Oregon benefits, will I automatically be approved for FMLA/OFLA by my agency?

No, employees will continue to follow the current process for applying for FMLA/OFLA through their agency.

28. How will my agency know I'm approved to receive benefits?

Paid Leave Oregon will notify the agency when an application has been received and again, when an application is approved.

29. Will I record my time receiving Paid Leave Oregon benefits on my Workday time off calendar?

Yes, employees will enter the leave as protected by Paid Leave Oregon so applicable job protections can be put in place.

30. Will the agency continue to pay for my insurance benefits while I receive Paid Leave Oregon benefits?

Yes, the agency will continue to maintain an employee's core insurances – Health, Dental and Basic Life Insurance. Employees are responsible for paying the employee portion of the insurance premiums.

31. *Are benefits payable for intermittent absences, or only if intermittent absences are preceded by a continuous period of incapacity (minimum three days)?

Benefits for a qualifying leave are payable for a continuous leave or leave taken in intermittent, full-day absences. Intermittent absences do not have to be preceded by a continuous period of incapacity.

32. *Can both parents apply for Paid Leave Oregon to bond with their child within the first 12 months of birth/placement/adoption?

Yes, both parents may apply for Paid Leave Oregon benefits to bond with their child within the first 12 months of birth/placement/adoption.

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33. *Is each parent entitled to 12 weeks of bonding time—or do they share the 12 weeks?

Each parent is entitled to 12 weeks of Paid Leave Oregon benefits to bond with their child within the first 12 months of birth/placement/adoption.

34. *Does leave to bond with a child have to be taken in a continuous block of time?

No, leave to bond with a child may be taken intermittently or continuously within 12 months after birth/placement/adoption.

35. *Will Paid Leave Oregon and FMLA/OFLA job protections always run concurrently?

No, Paid Leave Oregon is separate from FMLA and OFLA. There may be instances when an employee is protected by Paid Leave Oregon for 12 weeks but not FMLA/OFLA, or vice versa.

36. *Can an employee decline FMLA/OFLA entitlements if they are receiving Paid Leave Oregon benefits?

The FMLA/OFLA process you engage in with your agency remains the same.

37. *Can more than one family member qualify for benefits under Paid Leave Oregon when requesting time off for the same family member?

Yes, more than one family member may qualify for benefits under Paid Leave Oregon when requesting time off for the same family member.

General

38. Where can I learn more about Paid Leave Oregon?

To learn about Paid Leave Oregon, please visit the Paid Leave Oregon website: <https://paidleave.oregon.gov/>

39. Who can I contact with questions about Paid Leave Oregon?

You may contact Paid Leave Oregon at:

Form: [Contact Paid Leave](#)

Email: paidleave@oregon.gov

Call: 833-854-0166 (toll-free)