

Oregon Paid Family and Medical Leave

At some point in our lives, we will need to give or receive care. The Paid Family and Medical Leave Insurance (PFMLI) program is a new, statewide insurance program that will help Oregonians take paid time off during some of life's important moments.



When will this begin?

- Contributions are scheduled to begin January 1st, 2022, with workers first able to receive benefits January 1st, 2023

Who is eligible?

- Employees who earned \$1,000 or more in the previous year
- Self-employed people and tribal governments may opt into the program

Is my job protected while I take leave?

- Employees have the right to return to their prior job after being on leave, similar to OFLA protection.
- Health care benefits you get from your employer continue while employees are on leave.

How is it paid for?

- PFMLI is funded by a small premium that is shared by workers and employers.
- Financial assistance is available for employers with fewer than 25 employees.
- Employers and their employees are not required to contribute to PFMLI if the employer offers an approved equivalent plan.

What is covered?

- Family Leave: to bond with a child during the first year after birth, adoption, or foster care placement, or to care for a family member with a serious medical condition.
- Medical Leave: to address your own serious health conditions.
- Safe Leave: to respond to issues related to domestic violence, harassment, stalking, or sexual assault.

What are the benefits?

- An eligible person can collect up to 12 weeks of benefits, and in some circumstances may be able to take four to six more weeks off, some of which may be paid.
- Weekly benefits are based on your past earnings and for some, can be the same as your full regular pay.

For more information

Learn more about the Paid Family and Medical Leave Insurance Program, visit <https://www.oregon.gov/EMPLOY/PFMLI>

Paid Family and Medical Leave Insurance Statutory Timeline



The Oregon Employment Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance is available to persons with limited English proficiency at no cost.