



Paid Family and Medical Leave Insurance

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Time for Oregon is a group of organizations ranging from community advocacy groups, labor organizations, public health organizations, senior groups, children's groups and more that are working together to bring paid family and medical leave to ALL Oregonians.

Visit our website at TimeForOregon.org



THE ANSWER IS CLEAR.

Whether it's the birth of a child, the serious illness of a spouse, or the end-of-life for a parent - we all need time to care for our families. Caring for a family is important work, and shouldn't mean losing wages or compromising our economic security. Our workplace and public policies have not kept pace with the growing number of families with all available adults in the workforce.

TOGETHER, WE CAN ENSURE THAT ALL FAMILIES HAVE ACCESS TO PAID FAMILY AND MEDICAL LEAVE.

The United States is the only advanced economy that does not provide paid maternity leave to working mothers and one of only a handful that does not guarantee the right to paid leave for fathers or those who are providing care for seriously ill family members - or need time off to recover from serious illness or injury themselves. Four states, California, New Jersey, Rhode Island, and New York, have already established some form of paid family leave.

LET'S MAKE OREGON NEXT.

We are working to pass legislation to create a paid family and medical leave insurance program that ensures every working Oregonian will have paid time away from work to welcome a new child, to recover from a serious illness or to care for a loved one recovering from a serious illness. The proposal also includes an expanded definition of family member to better capture the nature of today's family structures and relationships.

This program would be managed by Oregon's Department of Consumer & Business Services. Employees and employers will each contribute up to 0.5% (half of one percent) of an employee's wages through a regular payroll deduction, collected by the Department of Revenue. When an employee has a qualifying reason for leave they would receive partial wage replacement for their time away from work directly from the state insurance fund.

COMMONLY ASKED QUESTIONS

WHAT ARE THE QUALIFYING REASONS FOR PAID FAMILY AND MEDICAL LEAVE?

Paid family and medical leave can be taken because an employee has a serious health condition requiring time away from work, for parental leave (for birth, adoption, or a foster care placement), to care for a family member with a serious health condition that requires family care, to care for a service member as their next of kin, or to take military family leave.

HOW LONG CAN SOMEONE QUALIFY FOR PAID FAMILY AND MEDICAL LEAVE?

Workers will be able to take up to 12 weeks of paid leave to recover from a serious illness or to care for a seriously ill family member or bond with a new child. An additional 6 weeks of leave will be available for parental leave, meaning new parents could qualify for up to 18 weeks of leave to care for a new child.

WHAT IS THE WAGE REPLACEMENT STRUCTURE?

The insurance benefit will pay an amount based on an individual's own earnings and Oregon's Average Annual Wage (AWW), which is currently \$963.01/week. Individuals earning less than AWW would receive 90% of their salary while on leave and this percentage decreases at higher income levels. The weekly benefit amount will be capped at 130% of AWW for every worker (equal to \$1251.93 in 2017). The wage replacement formula ensures that every worker, including low income workers, are able to take the time they need without sacrificing their economic security.

WHICH EMPLOYEES ARE COVERED?

All employees working in Oregon will be covered as long as they are working and contributing to the Paid Family and Medical Leave Insurance Fund. Those who are self-employed can opt in to the insurance program.

IT'S GOOD FOR WOMEN.

Women still provide the majority of unpaid caregiving within the home, whether it is for a child or for an elderly parent. Women are also the primary or co-breadwinner in more than two-thirds of families. Without universal policies like paid family leave, women continue to face real barriers to staying in the workforce and maintaining their earnings when family caregiving needs arise. This leads to both short-term and long-term economic insecurity, wage gaps, and wealth gaps for women and the families who rely upon them.

IT'S GOOD FOR KIDS.

Research suggests that access to parental leave can affect breastfeeding rates and duration, reduce the risk of infant mortality, increase parental-child bonds, stimulate positive neurological and psycho-social development, and increase the likelihood of infants receiving well-baby care and vaccinations.

IT'S GOOD FOR EMPLOYERS.

Studies show that employers experience reductions in turnover and increases in employee engagement and loyalty, which helps businesses save on direct and indirect costs. Employers spend less on separation and unemployment insurance, lower their temporary staffing costs, and see fewer costs associated with searching for, interviewing and training new employees.

IT'S ABOUT EQUITY.

The unmet need for paid leave is nearly twice as great among women, workers of color, unmarried workers, and low-wage workers than among their respective counterparts. Women of color, in particular, are more likely than their white counterparts to be a single head-of-household, where the needs for both family care and stable income are greater.

IT'S GOOD FOR OREGON.

Expanding paid leave is likely to have economy-wide benefits such as reduced government spending on public assistance and increased labor force participation, which would bring associated economic gains, generating a larger tax base and increased consumer spending.