

Paid Leave Oregon

What You Need to Know

Instead of using the state's Paid Leave Oregon plan, we have chosen to participate in the American Fidelity equivalent plan. The plan provides paid leave for the birth or adoption of a child, a serious illness of you or a loved one, or if you experience sexual assault, domestic violence, harassment or stalking. Benefits will be available to eligible employees in September 2023.

What benefits are provided through the equivalent plan?

Oregon employees that have earned at least \$1,000 in the prior year may qualify for up to 12 weeks of paid family, medical or safe leave in a benefit year. While on leave, the equivalent plan will pay eligible employees a percentage of their wages. Benefit amounts depend on what the employee earned in the prior year.

Who pays for the equivalent plan?

Employers and employees both contribute. You may see deductions from your paycheck beginning in January 2023 for a temporary period as we wait for our application for an equivalent plan to be approved. These deductions will be reimbursed to you once our application is approved. Beginning in the fall 2023, ongoing deductions will begin for eligible employees.

When do I need to tell my employer about taking leave?

If your leave is foreseeable, you are required to give notice to your employer at least 30 days before starting paid family, medical or safe leave. If you do not give the required notice, your first weekly benefit may be reduced by 25%.

How do I apply for paid leave?

In September 2023, you can apply for paid leave with American Fidelity's equivalent plan at americanfidelity.com. Each eligible employee will be able to sign up for an online account to submit leave requests and track the status. You may also request a paper application online. If your application is denied, you can appeal the decision. If you disagree with the outcome of the appeal, you may request dispute resolution assistance through the Oregon Employment Department.

What are my rights?

Your employer cannot prevent an eligible employee from taking paid leave. Your job is protected if you have worked for your employer for at least 90 consecutive calendar days. You will not lose your pension rights while on leave and your employer must keep giving you the same health benefits as when you are working.

Discriminatory and retaliatory personnel actions for inquiring about the family and medical leave insurance program, giving notification of leave under the program, taking leave under the program or claiming family and medical leave insurance benefits are prohibited.

An employee who alleges a violation of the paid family and medical leave insurance program may bring a civil action or file a complaint with the Commissioner of the Bureau of Labor and Industries (BOLI). You can file a complaint with the Oregon Bureau of Labor & Industries via:

- www.oregon.gov/boli
- 971-245-3844
- help@boli.oregon.gov

How is my information protected?

Any health information related to family leave, medical leave, or safe leave you provide an employer or plan administrator is confidential and may not be released without your permission unless state or federal law or a court order permits or requires disclosure.