



## PFMLI year in review!

Greetings from the PFMLI Team! We hope that you are enjoying this holiday season. It is hard to believe this year is already over. We are excited about all the opportunities that 2022 will bring, and we are also proud of all the accomplishments we achieved this past year. As we move on from 2021, we wanted to highlight some of our major milestones that took place this past year.

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### Communications

- Newsletters - We launched this newsletter to provide you with updates about the PFMLI program and introduce you to key team members. We believe the more you know and are involved, the better we can build and implement a program that works for everyone. If you know someone who is interested in learning more about PFMLI, have them [subscribe to our newsletter](#).
- Communications – PFMLI selected and began working with Brink Communications to help with our outreach efforts. Brink has allowed us to ramp up all our communications activities, including conducting an employer survey to assess their knowledge of the program. The results of the survey will help us focus on those areas where employers need the most support. We have many more exciting communications activities planned for 2022. Stay tuned!
- Outreach – We met and collaborated with several community-based organizations, including Apano, Unite Oregon, Consejo Hispano, the Oregon Coalition against Domestic and Sexual Violence, to ensure we are creating

and implementing a program that is accessible to all Oregonians. This outreach and education helped us draft rules to avoid creating barriers for these communities. We plan to ramp up these efforts in 2022.

## **Technology Systems**

- Single technology system – The Oregon Employment Department (OED) Executive Leadership team, in conjunction with the PFMLI leadership team, made the decision to combine PFMLI contributions with the modernized Unemployment Insurance system. A single technology system will allow employers to pay contributions through just one payroll reporting process.
- Combined contributions division – OED decided in September to form a single “contributions” division to operate both the UI Tax and PFMLI contributions programs. This allows a single point of contact for employers. This decision will help OED implement a program that is more user-friendly and efficient for employers.
- PFMLI benefits technology – Most recently, OED also decided to combine benefits with the modernized Unemployment Insurance system. This way, there will be a single technology system supporting both PFMLI and UI benefits, as well as UI tax and PFMLI contributions. This decision allows the agency to provide the best customer services to claimants and people who will be using PFMLI.

## **Rulemaking**

- Batches of Administrative Rules – The PFMLI policy team will produce administrative rules in five different batches. Two out of the five batches are drafted and out for review. The rulemaking process allows you the opportunity to provide feedback, offer suggestions, and comments regarding our administrative rules, which help guide us on how we plan to implement the program.

- Batch 1 administrative rules – The team conducted a [Rules Advisory Committee \(RAC\) meeting](#) and [two public hearings](#) for our first batch of administrative rules. Included in Batch 1 are rules relating to:
  - Assistance grants for small employers;
  - How contributions are calculated;
  - How people who are self-employed may participate in PFMLI;
  - Outreach;
  - Employer size as it relates to paying the employer contribution; and
  - Wage definitions.

We took your thoughts and comments on the draft rules, and we will incorporate your suggestions before the administrative rules to become final in January 2022.

- Batch 2 Administrative Rules – After feedback received in our first batch of administrative rules, the PFMLI conducted two rules advisory committee (RAC) meetings for [batch two of our administrative rules](#). Included in Batch 2 are rules relating to:
  - How an employer can offer paid family and medical leave benefits through an equivalent plan;
  - Definitions that are used for wages:
    - What constitutes agricultural labor?
    - What does domestic service include and not include?
    - What is considered a Holiday or Paid Time Off?

The committee members reviewed and offered feedback, and the meetings also provided an opportunity for other stakeholders to provide their thoughts and suggestions. If you missed [the RAC meeting](#), don't worry! We have two public hearings scheduled for Feb. 23, 2022, from 3 to 5 p.m., and Feb. 28, 2022, from 9 to 11 a.m.

### **Implementation date**

- Timeline change – The Oregon Legislature passed, and Governor Kate Brown signed, [HB 3398](#) officially changing the implementation timeline of Oregon's PFMLI program. With the new law, PFMLI contributions will begin

Jan. 1, 2023, and people will be able to use the program starting Sep. 3, 2023. The change allows PFMLI to do a number of things, including develop rules, policies, and policies with adequate time for stakeholder feedback; hire necessary staff and set up facilities; plan outreach events and raise awareness about the program; and contribute to a technology system that will fully support the PFMLI program. Many of these are well under way as we have highlighted above.

### **Stay in touch**

We welcome your questions and ideas. **Contact us at** [OED\\_PaidFamilyandMedicalLeave@employ.oregon.gov](mailto:OED_PaidFamilyandMedicalLeave@employ.oregon.gov).

### **Share the knowledge**

Do you know someone who might be interested in learning more about paid family and medical leave insurance? Send them a link to our [website](#), and encourage them to sign up for [PFMLI email updates](#)!

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