



November 2021 Update

Greetings from the PFMLI team! Fall has arrived with those crisp temperatures and colorful trees. Much like the season, PFMLI is experiencing changes as we introduce our new director, say goodbye to some valued team members, and move forward with technology decisions. Read below for the latest developments from the PFMLI program.

What's New?

We are pleased to announce the hiring of Karen Humelbaugh as the new director of the Paid Family and Medical Leave Insurance program. Starting on Nov. 1, Humelbaugh brings with her a wealth of skills and experience that she will use to guide the PFMLI program through this transition period. Before joining PFMLI, Humelbaugh directed the Office of Workforce Investment at the Oregon Higher Education Coordinating Commission. During her 24 years of experience within the State of Oregon, she has worked as a Tribal liaison, dislocated worker specialist and led multiple local and state partnerships and strategic planning efforts. Humelbaugh is dedicated to putting the customer first and ensuring equity and access to service for all people in Oregon. The hiring of Humelbaugh allows PFMLI to remain on track and meeting all statutory timelines. We are extremely grateful to Gerhard Taeubal, acting PFMLI director, and Ashley Carson Cottingham, acting PFMLI deputy director, for stepping up to lead and push the implementation forward for Oregonians. We wish them the best in their future endeavors!

PFMLI hosted its first Rules Advisory Committee (RAC) meeting on September 29. More than 200 people attended the public meeting to hear about PFMLI's first batch of administrative rules. This was the first of several RAC meetings we will conduct during our administrative rules processes. If you missed the meeting, you can find more information, including a recording, on our [website](#).

Starting Nov. 1, PFMLI will officially start its formal rulemaking process for batch 1 of our administrative rules. This will be the first of five administrative rule batches. The official rulemaking begins with filing the first batch of rules with the Oregon Secretary of State Office and posting them in the [Oregon Bulletin](#). PFMLI will conduct two official public hearings: Nov. 30 from 9 to 11 a.m. and Dec. 9 from 4 to 6 p.m. to gather public comments. Public comments must be submitted in writing via email at OED_Rules@employ.oregon.gov no later than Dec. 20 at 5 p.m.

Technology update

- Earlier this fall, we decided to combine PFMLI contributions with Unemployment Insurance taxes to create one contributions system within the Modernization project. This will create a “one-stop-shop” for employers and allow us to improve customer service.
 - **We have recently decided the best way to serve Oregon employers and businesses is to also include the technology supporting PFMLI benefits in the single system that will support UI tax, UI benefits, and PFMLI contributions.** The combined system will simplify access for employers when they are submitting reports and providing other information. It will also allow the agency to provide the best customer service and experience to employers by using the same (or similar) business processes and shared systems.
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What PFMLI means to Oregonians

*I survived a near-fatal domestic violence situation as a younger adult. Due to the chaos that situation caused in my life, I had to leave my chosen career. I could not take adequate leave to continue working while also dealing with the health, safety, and legal issues I was facing. I had to rebuild a career from scratch after the situation had resolved. It took many years for me to regain the earning power I had lost. I feel a personal connection to this program because I know what it feels like to have to choose between my life and a paycheck. – Jane**

**Name changed to protect identity.*

Meet the PFMLI Leadership Team:

Ayesha Khalid, Economist, PFMLI:



Ayesha Khalid was born and raised in Pakistan and moved to the U.S. in 2010. She did her undergraduate in Economics in Pakistan and received her Masters in Economics from Portland State University. In 2020, she graduated from the University of Oregon with a PhD in Economics. In her doctoral dissertation, she analyzed the impact of pollution and climate change on educational outcomes in a developing country context.

Ayesha joined the Paid Family and Medical Leave Insurance Division at OED in February 2020. She spends her free time with her six-year-old daughter and three-month-old son.

Get in touch

We want to create a program that’s informed by the needs and experiences of Oregonians. 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](#)!

We welcome your questions and ideas and we want to hear from everyone who has ideas to share. **If you have questions or concerns, please send an email to PaidFamilyAndMedicalLeave@oregon.gov.**