

Who pays for Paid Leave Oregon?

Both employees and employers pay for Paid Leave Oregon through contributions. Here's how contributions work:

- The total contribution rate won't be more than 1% of wages.
- Employees pay 60% of the contribution rate. Their employers take contributions out of their paycheck.
- Employers with 25 or more employees pay 40% of the contribution rate.
- Small employers with fewer than 25 employees don't have to pay contributions.
- Small employers can apply for assistance grants to hire a temporary replacement employee or to help with significant wage-related costs — like overtime or training — when their employee receives Paid Leave benefits. If Paid Leave approves the grant, the small employer will need to pay the employer contribution for two years.



Paid Leave Oregon

**Have questions?
We're here to help.**

Visit our website:
paidleave.oregon.gov
Call us:
833-854-0166

Contact us:



Peace of mind when it matters most.

Paid Leave Oregon is a program that allows employees in Oregon to take paid time off for many of life's most important moments.

Paid leave to care for yourself and those you love

Types of leave covered



Family Leave: to care for a family member with a serious illness or injury or to bond with a new child during the first year after birth, adoption, or foster care placement. As of Jan. 1, 2025, family leave will also include leave for required activities needed to complete an adoption or foster care placement of your child.



Medical Leave: to care for yourself during your own serious health condition.



Safe Leave: to care for yourself or your child as survivor of sexual assault, domestic violence, harassment, bias crimes, or stalking.

Who's covered?

Any Oregon employee, no matter how many hours they work, who earned at least \$1,000 in their base or alternate base year before applying for paid leave may be eligible. Employees can take leave from all types of employment including full time, part time, seasonal, or agricultural. Claimants can apply using either their Social Security Number or their Individual Taxpayer Identification Number. Tribal governments and those who are self-employed or independent contractors aren't automatically covered, but may choose to participate.

What benefits are included for Oregon employees?

- You can take up to 12 weeks of paid leave per year (up to 14 weeks for pregnancy-related medical leave).
- You can take your leave when you need it — a day, week, or month at a time.
- If you've worked for your employer more than 90 days your job is protected. Your employer can't penalize you for taking time off.
- The benefit amount you get paid will depend on your wages and income.
- Many employees will have 100% of their wages covered.