



Oregon Paid Family and Medical Leave

Welcome back to the PFMLI Newsletter and Update!

Welcome back to PFMLI! We are continuing to make progress on the program and it's important to us to tell you all about what we are doing. Your voice matters to us, so if you have questions or comments about the program, send us a message.

What's New?

FAST enterprises is starting work on the PFMLI technology for contributions. **Our Subject Matter Experts (SMEs) are spending time working closely with FAST staff and others at OED to ensure the PFMLI vision and mission is integrated into the technology solution.** Our team continues to work on developing administrative rules and will have more information soon about when the formal rulemaking process will begin. In the meantime, we continue to communicate with stakeholders and work through issues and ideas to ensure the best implementation possible of PFMLI for Oregonians.

There are several proposals going around at the federal level regarding paid family and medical leave. President Biden has [proposed a paid-leave provision](#) as part of his American Families Plan. The Senate [also passed a budget plan that would prioritize a federal paid family and medical leave program](#). **Our team continues to monitor these federal efforts by working with the National Association of State Workforce Agencies and other states.**

We have selected a vendor to assist us with our communications efforts. We are currently in contract negotiations, but expect them to be on board by September to help us ramp up our outreach efforts to all of you.

Hear from our team on what PFMLI means to them:

"Eleven years ago, my husband was hospitalized for a week with diverticulitis and a massive internal infection. At the time, my husband was self-employed and I was the only source of consistent income. I didn't have any paid sick time or vacation time available, so any leave from work would have been unpaid. We also hadn't met our deductible yet, so his medical bills were quite large, and we couldn't afford for me to stop working. I wasn't able to stay with him in the hospital and I had to continue working when he got home too, which meant he had to fend for himself while recovering from his illness. I felt awful. I felt like a failure as a wife and friend because I was not able to do the things for him that needed to be done. My husband is a very

self-sufficient man, but it was important for me to be able to make his recovery as easy as possible and I was not able to do that. It's a horrible feeling knowing that the person you love is lying alone in a hospital or doing things at home when they should be resting peacefully." - Christie

Meet the PFMLI Leadership Team:

Phoebe Colman, Program Manager, PFMLI:



As the Program Manager for the Paid Family and Medical Leave implementation, Phoebe Colman leads a team of project managers and analysts who support all aspects of program implementation. Phoebe is proud to have been the very first employee hired to work in the PFMLI Division! Prior to PFMLI she served the Oregon Employment Department for 12 years in various roles including project manager, strategic business analyst, performance measures analyst, and policy analyst. Phoebe has also worked in the private sector as a business manager for veterinary hospitals. She graduated from the Portland State University Honors Program with a bachelor's degree in Mathematics, and pursued doctoral studies in History of Science and Technology at the University of California, Los Angeles.

Lois Williams, Operations and Policy Manager, PFMLI:



Lois Williams is the Policy Manager for the Paid Family and Medical Leave Insurance Division. Prior to joining the Oregon Employment Department, she worked for 27 years at the Oregon Department of Revenue, most recently as the agency Administrative Rules Coordinator. Lois graduated with an Accounting degree from the University of Montana, but insists she's a native Oregonian. She enjoys visiting the beautiful sights around Oregon whenever she can, from the coast to the mountains, to Central Oregon and the Gorge. She loves spending time with her large family, including caring for her parents and spending time with her grown children and grandchildren on exciting travel adventures.

Lili Hoag, Education and Outreach Lead, PFMLI:



Lili Hoag is the Education and Outreach Lead for the Paid Family and Medical Leave Insurance Division with a focus on education and outreach. She grew up in Eugene, received her BA at George Washington University and her Masters in Social Policy and Gender at the London School of Economics. She moved back to Oregon in 2012 to continue working on economic policy issues. She helped lead the campaign for paid family and medical leave for four years and before that, worked on the campaign for paid sick days, raising the minimum wage, pay equity, elder care, domestic workers rights, and other policies focused on helping women and caregivers thrive in our economy. She is very excited to get to work with the team implementing something that is so meaningful.

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.**